

# Australians' Employment and Unemployment Patterns 1994-1996

*Sept*

1994

1995

1996





# **AUSTRALIANS' EMPLOYMENT AND UNEMPLOYMENT PATTERNS**

**1994-1996**

**W. McLennan**  
**Australian Statistician**

AUSTRALIAN BUREAU OF STATISTICS

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## **PREFACE** .....

The Survey of Employment and Unemployment Patterns is designed to measure labour market dynamics and information is being collected from the same group of individuals over a period of three years.

This publication presents information about the labour market activities of Jobseekers and of the general population in the period September 1994 to September 1996. Data from the first year and initial results of the first two years of the survey were released earlier this year. The information papers, publications and more extensive data are available on request.

The statistics in this publication represent only a small selection of the data available from the survey. A full list of the data items that are available is at Appendix B. Information papers about the survey were released in 1995 and 1996.

This publication draws extensively on information provided by individuals. Their co-operation is very much appreciated.

W. McLennan  
Australian Statistician

## LIST OF ABBREVIATIONS AND OTHER USAGES .....

### ABBREVIATIONS

ABS	Australian Bureau of Statistics
CES	Commonwealth Employment Service
DEETYA	Department of Employment, Education, Training, and Youth Affairs
DSS	Department of Social Security
LFS	Labour Force Survey
LMP	Labour Market Program
PRG	Population Reference Group
RSE	Relative standard error
SE	Standard error
SEUP	Survey of Employment and Unemployment Patterns

### SYMBOLS

*	subject to sampling variability too high for most practical purposes
..	not applicable
—	nil or rounded to zero

### OTHER USAGES

Because estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## CHAPTER 1

## INTRODUCTION .....

### SURVEY OBJECTIVES

The objectives of the Survey of Employment and Unemployment Patterns (SEUP) are to provide information on the dynamics of the labour market and to assist in the assessment of the impact of labour market assistance initiatives in alleviating the extent of joblessness in Australian society.

### SURVEY FEATURES

The SEUP is a longitudinal survey with information collected from the same individuals (referred to as a panel) over a number of years (referred to as waves).

The panel was established in April to July 1995, for simplicity referred to as 'May 1995'. It includes people who were aged 15–59, and who were living in private dwellings in both urban and rural areas. Initial data was also collected at this point. A further interview later in 1995 extended the time frame for which information was available to the full year ending September 1995, completing the collection of wave 1 data.

Interviews to collect wave 2 data were undertaken during September and October 1996. Detailed labour market activity information, together with a wide range of socio-demographic information is therefore available for the period September 1994 to September 1996.

Data collected directly from the respondent is being supplemented with information from administrative systems maintained by the Department of Employment, Education, Training, and Youth Affairs (DEETYA) and the Department of Social Security (DSS). However, this only occurs with the respondent's consent.

### PANEL COMPOSITION

The panel comprises three subgroups: Jobseekers, a Population Reference Group (PRG), and persons known to have been Labour Market Program (LMP) participants.

#### Jobseekers

This is the main component of the panel. The Jobseeker subgroup comprises those people considered most likely to be eligible to participate in a LMP or likely to become eligible for such assistance in the near future.

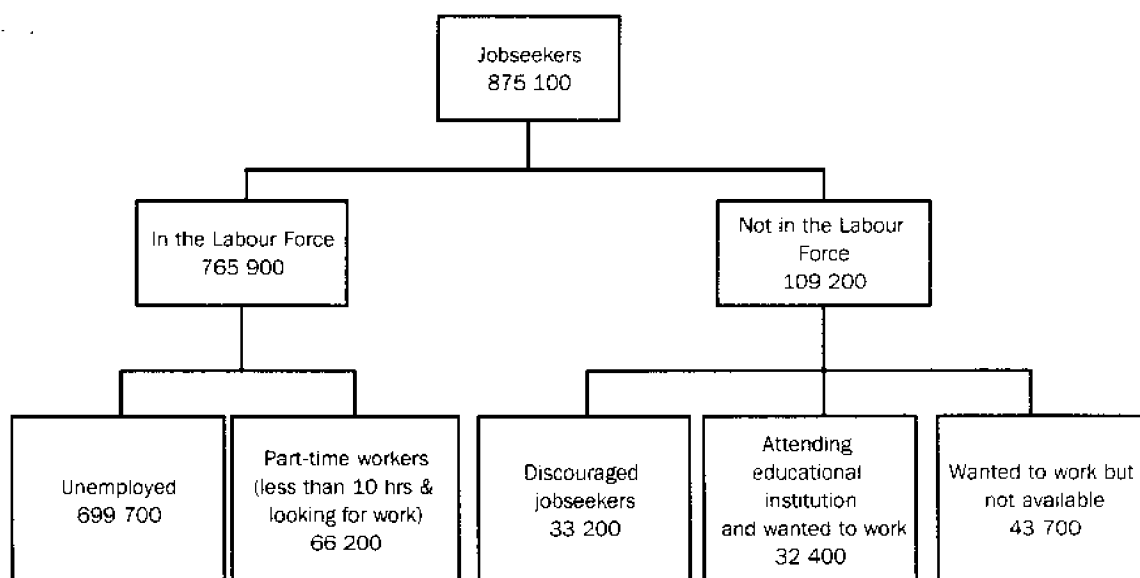
Broadly speaking, Jobseekers are persons who, *at May 1995*, were in one of the following categories:

- unemployed;
- marginally attached to the labour force (such as discouraged jobseekers); and
- underemployed.

These people, initially identified as Jobseekers in May 1995, might have had a wide range of labour market experiences after that point. Irrespective of this, *they will continue to be referred to as Jobseekers in this publication.*

A full description of the Jobseeker population is at Appendix A.

## THE JOBSEEKER POPULATION — May 1995



## Population Reference Group

The PRG component of the panel is a random sample of the population aged 15–59 years. It was included in the panel so that the labour market experience of Jobseekers can be assessed in the context of the experience of the general population.

## Labour Market Program participants

The LMP component of the panel is a sample of persons who had commenced a subsidised employment placement and/or commenced a labour market training program between July 1994 and February 1995. This component of the panel complements the Jobseeker subgroup, and was included to ensure that the survey had a sufficient number of LMP participants to support analysis of their characteristics in the first year.

## LABOUR MARKET ACTIVITIES

Two measures of respondents' labour market activities are available from the SEUP and are referred to in this publication.

*Labour force status* (employed, unemployed, and not in the labour force) is a point in time measure and is only available at the time of panel establishment and at each subsequent interview. This measure uses the full rigour of the concept used in the monthly Labour Force Survey (LFS). In particular, the job search and availability criteria are applied to determine whether a person is 'unemployed' or 'not in the labour force', and the three labour force states of 'employed', 'unemployed' and 'not in the labour force' are mutually exclusive.

*Episodal status* is a categorisation of each episode of labour market activity as either 'working', 'looking for work', or 'absent from the labour market' (neither working nor looking for work). The categorisation of each episode into one of these three types is based on the respondent's perception. This is because it is not feasible to apply the rigour of the LFS questioning to labour market activities which may extend over considerable periods of time, nor to situations that prevailed up to 12 months previously (the SEUP having annual interviews). Unlike the labour force status measure, this

LABOUR MARKET ACTIVITIES *continued*

approach provides for a person to be categorised as both 'working' and 'looking for work' (that is, looking for different or additional work) if these activities are undertaken concurrently. However, no overlap is allowed between either of these two states and that of 'absent from the labour market'.

## PUBLICATION CONTENT

This publication builds on the *Australians' Employment and Unemployment Patterns, 1994-1996, First Results* publication (Cat. no. 6289.0) released in May 1997. It describes the characteristics and labour market activities of the general population and of Jobseekers during the period September 1994 to September 1996. Because of the timing of panel initialisation, Jobseekers' experiences are generally analysed since May 1995.

There are many data items collected in the SEUP. There are also many ways in which the data can be analysed and presented. This publication presents only a selection of findings from the survey in a descriptive manner. The aim is to inform public debate about the dynamics of the labour market, and, more particularly, about the job search process. The data items covered in this publication, and the styles of presentation, were selected to provide the reader with a good understanding of the capacity of the survey to support analysis of labour market and social issues. Much of the data is reported in summary form. While each chapter concludes with a set of statistical tables for reference, they may not contain all the data referred to in the text. More detailed information is available on request. However, due to the relatively small sample size, little reliable information can be provided for smaller States and Territories or for fine disaggregations.

Part A deals with the general population and discusses the changes in the general population's personal characteristics over time, their long-term employment history and labour market patterns.

Part B describes the Jobseeker population. It provides an overview of their labour market experiences and looks at their job search experiences, both successful and unsuccessful. For those who were successful, information is provided about the jobs they found.

A supplementary publication, to be released in early 1998, will present information about the support provided to Jobseekers by DEETYA and DSS. Subscribers on the ABS mailing list for this publication will receive the supplement automatically. Those who wish to receive the addendum, and have purchased this publication at an ABS Bookshop will need to return the clip-out form on the last page of this publication to the ABS.

## CHAPTER 2

## OVERVIEW .....

### GENERAL POPULATION

#### Labour market dynamics

At May 1995 there were approximately 11 million people aged 15–59 in Australia. Most (83%) of these people worked at some time during the year ended September 1996, 23% looked for work at some time, and 27% spent some time absent from the labour market.

#### Jobs held

Of those who worked, most (76%) worked the whole year. Some 18% had two jobs and 6% had three jobs or more — these jobs may have been held successively over the year or concurrently (multiple job holding). Younger people tended to have more jobs — 12% of 15–19 year olds who worked during the year had held three or more jobs, compared with 4% of those aged 35–59.

In the year ended September 1996, the general population worked 13 billion hours in 10 million wage and salary paying jobs. Some 61% of these jobs were permanent, accounting for 84% of all hours worked.

Half of all wage and salary paying jobs were long-term (lasting 12 months or more) and permanent (entitled to paid leave), 12% were long-term and casual (not entitled to paid leave), and a quarter (26%) were short-term (lasting less than 12 months) and casual.

Most commonly, very small employers (up to 10 employees) provided short-term casual jobs — 40% of jobs with such employers. Conversely, the most common jobs with large employers (100 or more employees) were long-term permanent ones (59%).

#### Looking for work

A quarter of males (25%) looked for work at some time in the year ended September 1996 compared with a fifth (21%) of females. Of the males in this situation, the average duration of looking for work was 27 weeks; for females it was 25 weeks.

#### Labour market absence

Three million people had a period of absence from the labour market in the year ended September 1996. Of these, most (71%) were female, who averaged 38 weeks of labour market absence.

### JOBSEEKERS

At May 1995 there were 875,000 Jobseekers in Australia. A third (35%) were aged 15–24, and a quarter were aged 25–34. Some 55% of Jobseekers were male.

#### Job search

Jobseekers had 1.2 million periods of job search between September 1994 and September 1996. By September 1996, almost half (46%) of these job search periods had lasted for a year or more, 46% had lasted between one month and one year, and the remaining 8% had lasted for less than one month.

*Job search continued*

Some job search periods had lasted a very long time — 65,000 (5%) had lasted for five years or more, and 11,000 (1%) had lasted for ten years or more.

Most Jobseekers wanted full-time work — 42% were looking for full-time work only, and 43% were prepared to accept either full-time or part-time work.

Jobseekers were prepared to accept a take-home pay of between \$240 and \$399 per week in almost half (47%) of job search periods.

*Job offers*

Over half (58%) of Jobseekers received a job offer while they were searching for work. Most (89%) accepted at least one job offer, and overall, three-quarters of all job offers were accepted.

*Jobseekers who found work*

Overall, 70% of Jobseekers worked at some time between May 1995 and September 1996. Some groups were more successful in finding work than others:

- 72% of males worked compared with 67% of females; older Jobseekers had more difficulty in securing work — 52% of those aged 45–59 found work compared with 80% of those aged 15–19;
- three-quarters (73%) of Jobseekers born in Australia and main English-speaking countries held a job, compared with 57% of those born in other countries;
- 74% of Jobseekers with a post-school qualification found work, compared with 65% of those who had not attended the highest level of secondary school available; and
- 72% of Jobseekers whose spouse was employed full time at May 1995 found work, compared with 56% of those with an unemployed spouse.

*Type of jobs found*

Jobseekers started 878,000 jobs between May 1995 and September 1996. The majority (91%) of these were wage and salary paying jobs, and of these:

- two-thirds were casual;
- 89% lasted less than 12 months;
- 56% were full-time (35 hours or more per week); and
- more than half (56%) were in the Jobseeker's preferred occupation.

*Jobseekers' activities at September 1996*

One in two Jobseekers (422,000) were working at September 1996. One-third were looking for work (only) and the remaining 17% were absent from the labour market.

Of those working in a wage and salary paying job at September 1996, 52% were in permanent employment, two-thirds of whom had held the job for more than six months.

Most (64%) of those looking for work at September 1996 had been doing so for more than a year.

Some 150,000 Jobseekers were absent from the labour market at September 1996. Of these, 43% were in the same situation 12 months earlier, 43% were looking for work (only) and 14% were working.



**PART A**

**THE GENERAL POPULATION**



## CHAPTER 3

### THE GENERAL POPULATION: LABOUR AND SOCIAL DYNAMICS .....

In May 1995, there were approximately 11 million people aged 15–59 in Australia. This chapter describes these people's employment history, their general labour market experiences, the jobs they have held, their absences from the labour market and how people's characteristics have changed over a one-year period.

#### EMPLOYMENT HISTORY

At September 1994 almost all people who had left full-time education had work experience (96%). Half of these had worked full time only, 40% had worked both full time and part time, and 8% had only ever worked part time.

People who were looking for work at September 1994 had an average of 13.6 years work experience, and had spent about equal amounts of time looking for work (2.8 years) and absent from the labour market (2.6 years).

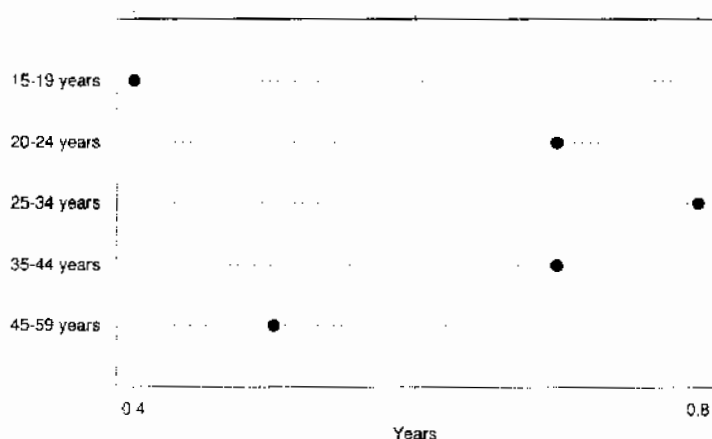
#### Sex

Males had considerably more work experience than did females — 19.2 years compared with 13.6 years. The reverse was the case for time out of the labour market — 6.5 years for females, which was 10 times the amount for males (0.7 years). The average time spent looking for work since first leaving full-time education was about the same — 0.7 years for males and 0.6 years for females.

#### Age

The average amount of time spent working or out of the labour market increased with age. For example, working time increased from an average of 1.5 years for people aged 15–19 to 28.3 years for those aged 45–59. However, the pattern of average time spent looking for work was quite different, ranging from a low of 0.4 years for those aged 15–19, to a high of 0.7–0.8 years for each broad age group from 20–44, and falling to 0.5 years for those aged 45–59.

#### EMPLOYMENT HISTORY: AVERAGE TIME SPENT LOOKING FOR WORK(a) BEFORE SEPTEMBER 1994



(a) Since first leaving full-time education.

## LABOUR MARKET EXPERIENCES

In the year ended September 1996, 9.2 million people (83%) had at least one job, 2.5 million people (23%) had at least one period of looking for work, and 3.0 million people (27%) spent some time absent from the labour market. Generally, a significantly lower proportion of people were in these labour market activities at particular points in time. For example, at September 1996, 74% of people were working, 7% were looking for work and 19% were absent from the labour market.

Almost two-thirds (63%) of the general population had only one episode of labour market activity (periods of working, looking for work or labour market absence) in the year ended September 1996, 20% had two periods, and a further 10% had three. A greater proportion of people aged 15–24 had more than one episode than did those in other age groups — this may reflect the process of moving from education to work.

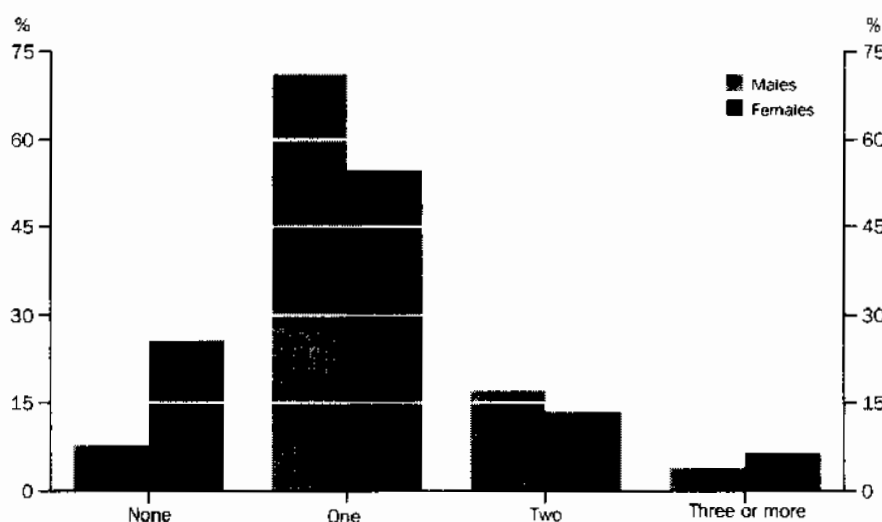
Of people who were working (only) at September 1995, 93% were working 12 months later, 5% were absent from the labour market and 3% were looking for a job. Of those who were looking for a job (and not also working) at September 1995, 43% were in the same situation a year later; however, 45% had been successful in finding a job and were working at September 1996.

## JOBS

In the year ended September 1996, of the 9.2 million people who had at least one job, 76% worked for the entire year. For those who had worked, the average time spent working was 47 weeks. This compares with 31 weeks for those not working the whole year.

Some 63% of people had one job in the year, 15% had two jobs, and 5% had three or more.

## NUMBER OF JOBS—September 1995 to September 1996



More males had worked than had females (92% of males and 74% of females). The average number of weeks worked by males who had held a job was 48 weeks compared with 46 weeks for females.

JOBS *continued*

Younger people tended to have more jobs — 12% of 15–19 year olds who worked in the year ended September 1996 had three or more jobs, compared with only 4% of those aged 35–59.

Among people who worked, those aged 15–24 worked an average of 42 to 43 weeks while those aged 35–59 worked an average of 49 weeks.

## Types of jobs

This section examines the types of jobs held by the general population in the 12 months ended September 1996, and compares the characteristics of long-term jobs (those lasting 12 months or more within the two-year period) with those of short-term jobs (those lasting less than 12 months).

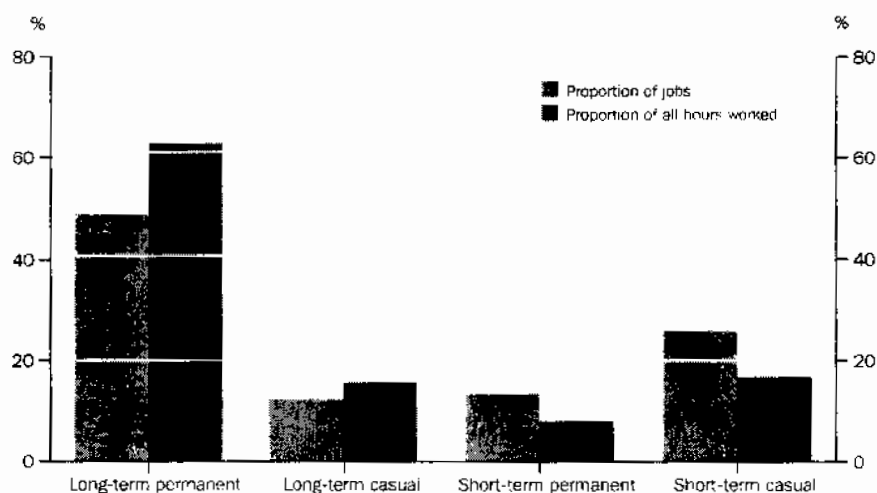
(Note: some of the short-term jobs discussed here may have become long-term jobs if they continued into the next year of the survey. As a guide, 22% of short-term jobs held by the general population that were continuing at September 1995 became long-term jobs during the year ended September 1996.)

In the year ended September 1996, 17 billion hours were worked in 12 million jobs.

Some 13 billion hours were worked in 10 million wage and salary paying jobs. Some 61% of these jobs were permanent and 38% were casual. However, permanent jobs accounted for 84% of all hours worked.

Half (48%) of all wage and salary paying jobs were long-term permanent, accounting for almost three-quarters of all hours worked. One in eight (13%) jobs were short-term permanent (11% of total hours worked) and 12% were long-term casual (9% of all hours worked). The remaining 26% of jobs were short-term casual, accounting for 7% of all hours worked.

## WAGE AND SALARY PAYING JOBS



## Age and sex

People in long-term permanent jobs were generally older than those in short-term casual jobs — an average age of 36 years compared with 28 years for those in short-term casual employment.

Although males and females held a roughly equal share of jobs overall, there were variations between the types of jobs. For example, 57% of long-term permanent jobs were held by males, whereas 66% of long-term casual jobs were held by females.

## Hours worked

A smaller proportion of long-term casual jobs were full-time (23%) than were other types of jobs, and the average hours worked per week (20 hours) was lower than for other jobs. In contrast, long-term permanent jobs involved an average of 40 hours per week, and 85% of these jobs were full-time.

## Occupation

People were employed as Intermediate clerical, sales and service workers in 20% of jobs. Most commonly, people in long-term permanent jobs were employed as Professionals (22% of such jobs) and those in long-term casual jobs as Elementary clerical, sales and service workers (25%).

## Business size

More than half (53%) of the jobs provided by very small employers (those with 10 or less employees) were casual, and a similar proportion (54%) were short-term. This compares with 27% of jobs with large employers (with 100 or more employees) being casual, and 32% being short-term.

## Sector

The ratio of private sector to public sector jobs was highest for casual jobs where private sector jobs outnumbered public sector jobs by more than five to one for both short-term and long-term jobs. For long-term permanent jobs, the ratio of private sector jobs to public sector jobs was about three to one.

## PERIODS OF JOB SEARCH

Almost a quarter (23%) of people looked for work at some stage during the year ended September 1996. More males than females looked for work (25% compared with 21%), and of those that had looked for work, males had a longer average duration of job search, 27 weeks compared with 25 weeks for females.

Of people who had looked for a job, the average total time spent looking was lower for younger people — 21 weeks for 15–19 year olds, rising to 29 weeks for 35–44 year olds, and to 32 weeks for 45–59 year olds.

## Jobseekers

Of the 11 million Australians aged 15–59 at May 1995, 875,000 were Jobseekers at that time. Part B of this publication examines the experiences of this group in more detail.

## ABSENCES FROM THE LABOUR MARKET

Three million people had a period of labour market absence during the year ended September 1996, most of whom (71%) were female. Of these, the average time spent out of the labour market was 38 weeks for females, and 27 weeks for males. Almost a third (31%) were aged 45–59 and people in this age group were absent for longer periods. On average, 45–59 year olds were absent from the labour market for 41 weeks, whereas those aged 25–34 had on average 34 weeks absence from the labour market.

## Main activity

The most common activities undertaken during periods of labour market absence were home duties or childcare (40%) and study (21%).

In 83% of absences from the labour market for study purposes, the person was aged 15–24. In 40% of absences from the labour market where the main activity was home duties or childcare, the person was aged 25–34.

## CHANGES IN PERSONAL CHARACTERISTICS

Information is available from the SEUP regarding the general population's characteristics at September each year. It is therefore possible to examine how some characteristics change over time.

## Annual income

More than half of the general population (55%) stayed in the same income quintile in both 1994–95 and 1995–96. One in five people (20%) moved up at least one income quintile, and 15% of people moved down at least one quintile.

Almost three-quarters (72%) of the general population obtained their income mainly from wages and salaries in 1994–95. Most (91%) of these people had the same main source in 1995–96.

Of the 2 million people whose main source of annual income in 1994–95 was income support, three-quarters were reliant on income support as their main source of income in the following financial year.

## Whether moved house

Some 16% of people moved house between September 1995 and September 1996. Most (94%) moved within the same State or Territory.

## Relationship in household

Of people who were a husband or wife in September 1995, 3% were in a different living arrangement a year later.

## Housing tenure

Some 85% of people had the same housing tenure arrangements in both September 1995 and September 1996. People who owned their own home were the most stable group — 90% of those who were owners in September 1995 were also owners in September 1996. People who were boarders or lived rent free were the least stable group, with 76% of people in this situation in September 1995 being in the same situation in September 1996.

Housing tenure *continued*

Of the people who were purchasing their home at September 1995, 15% were owners in September 1996. A larger proportion of people in older age groups became owners than those in younger age groups — 23% of 45–59 year olds, 17% of 35–44 year olds, and 8% of 25–34 year olds.

Overall, 6% of people who were renting in September 1995 were purchasing a home in September 1996. The 25–34 year old age group had the highest proportion of people in this situation (9%).

## 3.1 THE GENERAL POPULATION, Employment History Before September 1994

	AGE GROUP (YEARS).....					SEX.....		
	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000
Never worked	111.4	86.7	*47.4	*45.8	*78.2	135.2	234.3	369.5
Worked full-time only	147.2	332.3	1 345.3	1 514.4	1 712.3	3 324.8	1 726.8	5 051.5
Worked part-time only	155.3	268.4	113.6	118.1	170.2	220.9	604.7	825.6
Worked both full-time and part-time	158.2	543.5	1 241.8	1 044.2	991.8	1 452.7	2 526.7	3 979.4
Not stated	—	—	—	—	*15.2	—	*15.2	*15.2
Still studying(a)	756.9	*52.4	—	—	—	401.1	408.1	809.3
<b>Total</b>	<b>1 328.9</b>	<b>1 283.3</b>	<b>2 748.0</b>	<b>2 722.5</b>	<b>2 967.8</b>	<b>5 534.6</b>	<b>5 515.8</b>	<b>11 050.5</b>
	years	years	years	years	years	years	years	years
<b>Average number of years of labour market experience(b)</b>								
Paid work	1.5	3.7	10.7	18.1	28.3	19.2	13.6	16.4
Looking for work only	0.4	0.7	0.8	0.7	0.5	0.7	0.6	0.6
Absent from the labour market	0.2	0.8	1.9	3.8	6.8	0.7	6.5	3.6

(a) Employment history information was not collected for those who had not left full-time education at September 1994.

(b) For people who had left full-time education.

### 3.2 THE GENERAL POPULATION, Changes in Socio-economic Characteristics—September 1995 to September 1996

	AGE GROUP (YEARS).....					
	15-19	20-24	25-34	35-44	45-59	Total
Summary of changes	'000	'000	'000	'000	'000	'000
<b>Shift in income quintiles between 1994-95 and 1995-96</b>						
Income increased	445.2	391.2	459.5	480.7	428.2	2 204.9
One quintile	329.6	301.2	364.4	390.7	344.0	1 729.9
More than one quintile	115.6	90.0	95.1	90.0	84.2	475.0
Stayed in the same quintile	709.9	647.9	1 543.2	1 521.2	1 614.6	6 036.7
Income decreased	*48.9	184.8	467.1	430.7	525.0	1 656.4
One quintile	*48.9	136.4	296.0	275.5	271.8	1 028.6
More than one quintile	—	*48.4	171.1	155.2	253.2	627.8
Change in annual income not determined	124.9	*59.5	278.3	289.9	400.0	1 152.6
<b>Main source of annual income in financial year</b>						
Income support in 1994-95	211.7	306.9	589.8	391.3	538.2	2 038.0
Income support in 1995-96	143.6	231.0	419.8	297.2	464.8	1 556.5
Not income support in 1995-96	*68.1	*75.9	170.0	94.2	*73.4	481.6
Wages and salaries in 1994-95	721.7	948.6	2 083.7	2 179.3	1 990.9	7 924.2
Wages and salaries in 1995-96	644.0	893.8	1 860.6	2 047.7	1 786.7	7 232.9
Not wages and salaries in 1995-96	*77.7	*54.8	223.0	131.6	204.2	691.3
Other in 1994-95	395.5	*27.7	*74.5	151.9	438.7	1 088.3
<b>Whether moved house</b>						
Moved in the year ended September 1996	303.9	384.9	604.3	286.6	201.5	1 781.2
Moved interstate	*14.2	*34.4	*17.9	*25.9	*9.3	101.7
Moved intrastate	289.7	350.5	586.4	260.7	192.2	1 679.5
Did not move	1 025.1	898.4	2 143.8	2 435.9	2 766.2	9 269.3
<b>Relationship in household</b>						
Husband or wife at September 1995	*19.3	377.7	1 697.4	2 180.2	2 341.0	6 615.7
Husband or wife at September 1996	*8.5	368.5	1 625.7	2 108.3	2 325.7	6 436.7
Not a husband or wife at September 1996	*10.8	*9.2	*71.7	*71.9	*15.3	178.9
Not a husband or wife at September 1995	1 309.6	905.6	1 050.5	542.3	626.7	4 434.8
Husband or wife at September 1996	*40.6	99.5	206.0	*41.6	98.0	485.8
Not a husband or wife at September 1996	1 269.0	806.2	844.5	500.7	528.7	3 949.0
<b>Housing tenure</b>						
Owner at September 1995	*17.9	*20.5	325.9	782.9	1 777.0	2 924.3
Owner at September 1996	*17.9	*4.7	273.5	673.0	1 656.8	2 625.9
Not an owner at September 1996	—	*15.8	*52.4	109.9	120.2	298.4
Purchaser at September 1995	—	166.2	1 072.9	1 222.0	733.3	3 194.5
Purchaser at September 1996	—	156.1	939.0	960.5	562.0	2 617.6
Not a purchaser at September 1996	—	*10.2	133.9	261.5	171.3	576.9
Renter at September 1995	417.5	810.2	1 116.0	609.7	408.3	3 361.7
Renter at September 1996	364.1	734.7	944.6	511.6	359.4	2 914.3
Not a renter at September 1996	*53.4	*75.6	171.5	98.1	*48.9	447.5
Other(a) at September 1995	893.5	286.3	233.1	107.9	*49.1	1 570.0
<b>Total</b>	<b>1 328.9</b>	<b>1 283.3</b>	<b>2 748.0</b>	<b>2 722.5</b>	<b>2 967.8</b>	<b>11 050.5</b>

(a) Comprises people who were boarders, lived rent free or had other living arrangements.

## 3.3 THE GENERAL POPULATION, Labour Market Activities—Year Ended September 1996

NUMBER OF EPISODES OF LABOUR MARKET  
ACTIVITY.....

	None	One	Two	Three or more	Total	Average time(a)
Person characteristics	'000	'000	'000	'000	'000	weeks
<b>WORKING</b>						
<b>Sex</b>						
Males	442.2	3 933.6	946.8	212.0	5 534.6	47.8
Females	1 409.5	3 010.3	739.3	356.7	5 515.8	45.9
<b>Age group (years)</b>						
15-19	285.4	604.3	317.5	121.7	1 328.9	41.9
20-24	157.8	723.1	291.1	111.3	1 283.3	43.4
25-34	359.4	1 782.0	452.3	154.3	2 748.0	46.9
35-44	300.1	2 001.2	316.4	104.8	2 722.5	49.2
45-59	748.9	1 833.3	308.9	*76.7	2 967.8	48.8
<b>Total</b>	<b>1 851.7</b>	<b>8 943.9</b>	<b>1 686.1</b>	<b>568.7</b>	<b>11 050.5</b>	<b>47.0</b>
<b>LOOKING FOR WORK</b>						
<b>Sex</b>						
Males	4 138.0	1 257.1	126.9	*12.6	5 534.6	26.8
Females	4 368.2	1 021.1	105.9	*20.6	5 515.8	24.9
<b>Age group (years)</b>						
15-19	723.5	571.5	*33.9	—	1 328.9	21.3
20-24	822.1	371.6	*79.0	*10.5	1 283.3	22.1
25-34	2 178.9	501.3	*45.1	*22.7	2 748.0	26.6
35-44	2 279.1	384.2	*59.1	—	2 722.5	28.8
45-59	2 502.6	449.5	*15.6	—	2 967.8	32.2
<b>Total</b>	<b>8 506.2</b>	<b>2 278.2</b>	<b>232.8</b>	<b>*33.2</b>	<b>11 050.5</b>	<b>25.9</b>
<b>ABSENT FROM THE LABOUR MARKET</b>						
<b>Sex</b>						
Males	4 682.3	764.3	84.5	*3.5	5 534.6	26.8
Females	3 380.3	1 922.2	172.0	*41.5	5 515.8	37.8
<b>Age group (years)</b>						
15-19	811.1	446.8	*71.0	—	1 328.9	31.4
20-24	840.6	387.2	*52.8	*2.7	1 283.3	23.5
25-34	2 083.1	578.1	*54.3	*32.5	2 748.0	33.9
35-44	2 293.3	388.8	*39.3	*1.1	2 722.5	37.6
45-59	2 034.4	885.7	*39.0	*8.6	2 967.8	41.0
<b>Total</b>	<b>8 062.5</b>	<b>2 686.5</b>	<b>258.5</b>	<b>*45.0</b>	<b>11 050.5</b>	<b>34.7</b>
<b>ALL LABOUR MARKET ACTIVITIES</b>						
<b>Sex</b>						
Males	..	3 431.6	1 195.6	907.4	5 534.6	..
Females	..	3 507.6	992.5	1 015.7	5 515.8	..
<b>Age group (years)</b>						
15-19	..	577.1	294.3	457.5	1 328.9	..
20-24	..	550.6	319.2	413.6	1 283.3	..
25-34	..	1 687.2	592.9	467.9	2 748.0	..
35-44	..	1 927.4	525.8	269.3	2 722.5	..
45-59	..	2 196.9	456.0	314.9	2 967.8	..
<b>Total</b>	<b>..</b>	<b>6 939.2</b>	<b>2 188.2</b>	<b>1 923.1</b>	<b>11 050.5</b>	<b>..</b>

(a) Average weeks for those persons who had at least one episode of that particular labour market activity.

## 3.4 THE GENERAL POPULATION, WAGE AND SALARY PAYING JOBS—Year Ended September 1996

	PERMANENT.....			CASUAL.....			Total(a)
	Less than 12 months	12 months or more	Total	Less than 12 months	12 months or more	Total	
	'000	'000	'000	'000	'000	'000	'000
<b>Full-time/part-time status</b>							
Full-time	1 107.3	4 121.3	5 228.6	798.6	267.7	1 066.3	6 348.3
Part-time	221.0	708.7	929.7	1 790.0	905.4	2 695.4	3 675.8
<b>Sector of employment</b>							
Public	267.2	1 250.4	1 517.6	414.5	193.0	607.5	2 135.0
Private	1 061.1	3 579.6	4 640.7	2 174.2	980.0	3 154.2	7 889.1
<b>Business size</b>							
1–10 employees	273.6	597.9	871.5	769.7	256.1	1 025.8	1 944.9
11–50 employees	256.1	638.5	894.6	494.2	289.7	783.9	1 704.2
51–100 employees	*66.6	276.9	343.5	183.0	*46.8	229.8	573.3
More than 100 employees	716.4	3 156.7	3 873.1	964.5	477.9	1 442.4	5 328.8
Not known	*15.7	160.0	175.7	177.2	*102.5	279.7	472.9
<b>Occupation</b>							
Managers and administrators	*27.6	267.7	295.3	*29.0	*21.9	*50.9	346.2
Professionals	219.0	1 056.6	1 275.6	377.9	*113.0	490.9	1 776.4
Associate professionals	128.7	621.0	749.7	*69.4	*82.4	151.8	901.5
Tradespersons and related workers	198.6	679.3	877.9	*185.2	*110.0	295.2	1 201.8
Advanced clerical and service workers	*42.3	217.0	259.3	*65.8	*47.9	*113.7	373.0
Intermediate clerical, sales and service workers	279.7	800.5	1 080.2	616.6	234.0	850.6	1 955.7
Intermediate production and transport workers	*114.1	406.1	520.2	240.0	*100.4	340.4	868.4
Elementary clerical, sales and service workers	180.9	324.4	505.3	480.7	297.4	778.1	1 297.8
Labourers and related workers	137.5	453.2	590.7	523.9	166.1	690.0	1 299.2
Not stated	—	*4.2	*4.2	—	—	—	*4.2
<b>Total</b>	<b>1 328.4</b>	<b>4 830.0</b>	<b>6 158.5</b>	<b>2 588.7</b>	<b>1 173.0</b>	<b>3 761.8</b>	<b>10 024.1</b>
	hours	hours	hours	hours	hours	hours	hours
<b>Average hours worked</b>	<b>39.8</b>	<b>40.0</b>	<b>40.0</b>	<b>22.4</b>	<b>20.4</b>	<b>21.8</b>	<b>33.1</b>

(a) Includes a small number of jobs for which permanent/casual status was not known.

**PART B**

**JOBSEEKERS**



## CHAPTER 4

## JOBSEEKERS: A BRIEF PROFILE .....

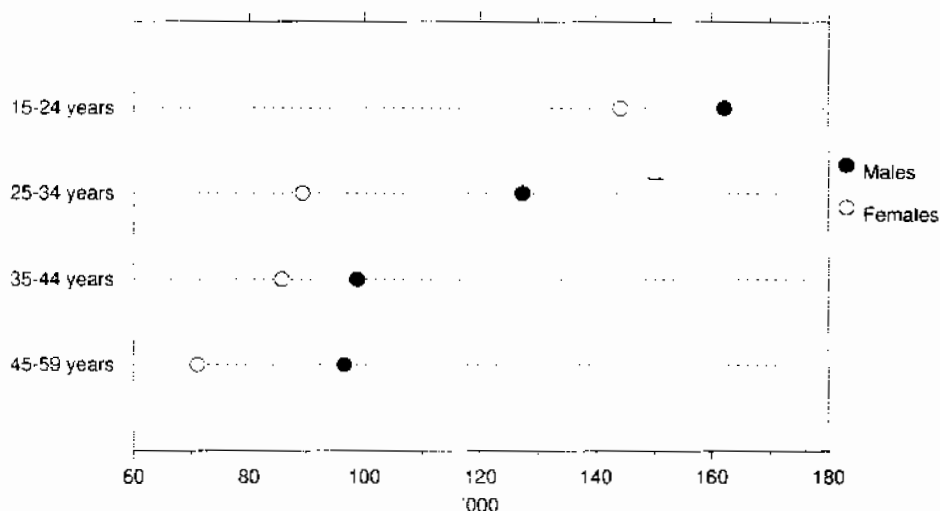
### SELECTED CHARACTERISTICS

This chapter provides a brief profile of Jobseekers. Subsequent chapters report in more detail on Jobseekers' labour market experiences.

#### Age and sex

There were 875,000 Jobseekers in Australia at May 1995 (see Appendix A for a full description of this group). More Jobseekers were male than were female (55% compared with 45%). A third of Jobseekers (35%) were aged 15–24 and a further 25% were aged 25–34.

#### JOBSEEKERS AT MAY 1995



#### Birthplace

Almost three-quarters of Jobseekers (72%) were born in Australia. Of those born overseas, 31% were from a main English-speaking country and the remainder were born in other countries.

#### Household and family structure

In September 1995, some 80% of Jobseekers lived with their family, 10% were lone persons and 11% were in other situations. Jobseekers who lived with their family were predominantly a husband or wife (55%) or a non-dependent child (27%).

Some 44% of Jobseekers' spouses were employed at May 1995 (almost three-quarters of whom were employed full time); 36% were not in the labour force and 19% were unemployed.

Of Jobseekers who were a husband or wife in September 1995, 6% were in a different living arrangement a year later.

## Educational attainment

Some 46% of Jobseekers did not attend the highest level of secondary school available, while 34% had obtained a post-school qualification by September 1995. Of those who had obtained a post-school qualification, a quarter (24%) had a bachelor degree or higher.

## Employment history

Between first leaving full-time education and September 1994, 87% of Jobseekers had worked. Most (86%) of these people had worked full time. Of the 12% who had only worked part time, 60% were female.

Of those who had never worked during that time, three-quarters (75%) were in the 15–24 year age group.

Some 86% of Jobseekers born in Australia had worked at some stage compared with 98% of those born in main English-speaking countries and 84% of those born in other countries.

## Income

Of the 575,000 Jobseekers who were reliant on government benefits as their main source of annual income in the financial year 1994–95, 65% were still in the same situation in the following year.

Some 229,000 Jobseekers received a wage and salary as their main source of income in 1994–95 but 33% of this group were in a different situation the following year.

## Housing tenure

Some 59% of Jobseekers were renting accommodation in September 1995, and most of these (89%) were also renting a year later.

## Whether moved house

In the year ended September 1996, 29% of Jobseekers moved house with the vast majority (93%) having moved within the same State or Territory.

Jobseekers who moved tended to be younger — more than half (53%) were aged 15–24 and a quarter (27%) were aged 25–34.

## 4.1 JOBSEEKERS AT MAY 1995, Selected Characteristics

Selected characteristics	AGE GROUP (YEARS)					SEX		Persons	
	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons	%
	'000	'000	'000	'000	'000	'000	'000	'000	%
<b>Birthplace</b>									
Born in Australia	134.3	132.8	152.8	116.8	94.0	344.9	285.9	630.8	72.1
Born outside Australia	11.6	27.4	63.9	67.7	73.6	139.9	104.3	244.3	27.9
Main English-speaking country	5.3	8.9	15.1	21.1	25.9	45.3	31.1	76.4	8.7
Other country	6.3	18.5	48.8	46.6	47.7	94.6	73.2	167.9	19.2
<b>Employment history at September 1994</b>									
Worked full time only	21.0	54.3	105.7	100.6	103.5	254.9	130.1	385.0	44.0
Worked part time only	43.8	30.6	12.9	9.9	7.8	42.0	63.0	105.0	12.0
Worked full time and part time	19.3	49.8	84.4	67.0	48.3	128.9	139.9	268.8	30.7
Never worked	61.9	25.2	13.6	7.0	8.0	58.4	57.3	115.6	13.2
<b>State or Territory of usual residence at May 1995</b>									
New South Wales	42.1	44.2	66.2	59.7	56.4	147.3	121.3	268.6	30.7
Victoria	33.9	45.0	56.1	53.5	50.5	137.9	101.1	239.0	27.3
Queensland	29.6	33.9	35.7	30.0	26.6	81.4	74.4	155.7	17.8
South Australia	16.1	14.8	26.2	15.5	13.9	49.6	36.9	86.6	9.9
Western Australia	12.7	14.2	20.2	16.9	12.1	40.8	35.2	76.0	8.7
Tasmania	7.6	4.3	8.0	5.8	5.5	19.2	12.0	31.2	3.6
Northern Territory	*1.2	*0.9	*1.5	*0.9	*0.8	*2.2	*3.1	5.2	0.6
Australian Capital Territory	*2.8	*3.0	*2.9	*2.3	*1.8	6.5	6.3	12.8	1.5
<b>Section of State at May 1995</b>									
Capital city	67.8	89.7	122.8	100.3	89.0	257.5	212.1	469.6	53.7
Balance of major urban area	11.8	9.3	8.5	8.5	13.1	28.0	23.2	51.2	5.9
Other urban	42.2	46.1	55.0	46.4	40.9	125.3	105.4	230.7	26.4
Rural	24.2	15.2	30.4	29.3	24.6	74.1	49.5	123.6	14.1
<b>Relationship in household at September 1995</b>									
Family member	116.3	116.1	174.7	156.2	135.0	379.7	318.7	698.4	79.8
Husband or wife	9.6	30.2	111.4	117.4	112.7	213.6	167.6	381.2	43.6
With dependants	*3.0	17.4	92.7	101.6	47.0	147.9	113.7	261.6	29.9
Without dependants	6.6	12.8	18.7	15.8	65.7	65.7	53.9	119.6	13.7
Lone parent	5.2	11.3	20.7	24.5	15.7	7.3	70.1	77.4	8.8
With dependants	4.6	11.1	20.7	20.6	8.1	6.3	58.8	65.1	7.4
Without dependants	*0.6	*0.2	—	3.9	7.6	*1.0	11.2	12.3	1.4
Dependent student	15.4	4.8	—	—	—	11.8	8.4	20.2	2.3
Non-dependent child	78.9	60.2	34.9	11.9	*3.1	128.9	60.2	189.0	21.6
Other family person	7.2	9.6	7.8	*2.5	*3.6	18.1	12.5	30.6	3.5
Non-family member	29.8	44.2	42.0	28.3	32.6	105.2	71.6	176.7	20.2
Lone person	6.5	13.2	17.4	20.6	26.3	52.8	31.2	83.9	9.6
Not living alone	23.3	31.0	24.6	7.7	6.2	52.4	40.4	92.8	10.6
<b>Educational attainment at September 1995</b>									
Post-school qualifications obtained	15.5	53.5	81.2	78.0	69.1	166.8	130.4	297.3	34.0
Higher degree	—	*0.1	*0.9	*1.9	*1.5	*3.5	*1.0	4.5	0.5
Postgraduate degree or diploma	—	*0.9	*2.2	4.3	*2.3	4.2	5.5	9.7	1.1
Bachelor degree	—	14.5	19.9	14.9	8.9	35.8	22.4	58.1	6.6
Undergraduate diploma	—	*1.0	4.0	*3.5	5.8	4.8	9.5	14.4	1.6
Associate diploma	*0.7	7.5	8.6	9.0	6.5	17.8	14.5	32.3	3.7
Skilled vocational qualifications	6.2	16.7	34.9	31.9	37.5	85.4	41.8	127.2	14.5
Basic vocational qualifications	8.6	12.7	10.8	12.3	6.6	15.3	35.7	51.0	5.8
No post-school qualifications obtained	121.5	106.7	135.5	106.6	98.5	312.7	256.2	568.9	65.0
Attended highest level of school available	43.1	43.8	34.9	25.6	16.8	87.0	77.3	164.3	18.8
Did not attend highest level of school available	78.4	63.0	100.6	80.8	80.6	225.0	178.3	403.3	46.1
Age left school									
18 years and over	3.8	8.1	5.7	*2.0	*2.0	13.1	8.4	21.5	2.5
17 years	14.9	16.6	16.5	7.7	*3.5	36.2	23.1	59.2	6.8
16 years	31.3	18.6	35.8	23.6	12.1	63.7	57.6	121.3	13.9
15 years and under	28.4	19.7	42.5	47.5	63.1	112.0	89.2	201.2	23.1
Never attended school	—	—	—	*0.2	*1.1	*0.7	*0.6	*1.3	*0.1
Still at school	9.0	—	—	—	—	5.4	3.6	9.0	1.0
<b>Total</b>	<b>145.9</b>	<b>160.2</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>

## 4.2 JOBSEEKERS AT MAY 1995, Changes in Selected Characteristics—Sep 1995 to Sep 1996

Selected characteristics and changes	AGE GROUP (YEARS).....					SEX.....		Persons.....	
	15-19	20-24	25-34	35-44	45-59	Males	Females		%
	'000	'000	'000	'000	'000	'000	'000	'000	%
<b>Relationship in household</b>									
Husband or wife at September 1995	9.6	30.3	111.4	117.4	112.7	213.6	167.6	381.2	43.6
Husband or wife at September 1996	6.7	25.4	106.4	112.6	108.6	202.7	156.9	359.6	41.1
Not a husband or wife at September 1996	*2.9	4.9	5.0	4.8	4.1	11.0	10.7	21.7	2.5
Not a husband or wife at September 1995	136.4	130.0	105.3	67.1	54.9	271.3	222.6	493.9	56.4
Husband or wife at September 1996	10.3	11.7	10.8	4.0	*3.3	19.5	20.7	40.2	4.6
Not a husband or wife at September 1996	126.1	118.3	94.5	63.1	51.6	251.8	201.9	453.7	51.8
<b>Whether moved house</b>									
Moved in the year ended September 1996	64.3	70.8	68.5	32.5	18.7	133.4	121.5	254.9	29.1
Moved intrastate	61.4	64.7	64.5	30.3	16.2	124.5	112.7	237.2	27.1
Moved interstate	*2.9	6.1	4.0	*2.2	*2.5	8.9	8.9	17.7	2.0
Did not move	81.6	89.5	148.2	152.0	148.9	351.5	268.7	620.2	70.9
<b>Main source of annual income in financial year</b>									
Income support in 1994-95	90.1	109.9	143.4	123.6	107.8	315.7	259.1	574.8	65.7
Income support in 1995-96	53.2	64.2	92.2	83.4	83.4	200.9	175.5	376.4	43.0
Not income support in 1995-96	36.9	45.7	51.1	40.3	24.4	114.8	83.6	198.4	22.7
Wages and salaries in 1994-95	40.5	46.0	61.2	44.8	36.1	135.0	93.7	228.7	26.1
Wages and salaries in 1995-96	29.4	31.7	39.0	31.7	20.9	87.4	65.4	152.8	17.5
Not wages and salaries in 1995-96	11.1	14.3	22.2	13.1	15.2	47.6	28.3	75.9	8.7
Other in 1994-95	15.3	4.4	12.2	16.1	23.7	34.1	37.5	71.6	8.2
<b>Housing tenure</b>									
Owner at September 1995	*0.2	*1.1	13.2	38.3	75.7	74.9	53.6	128.5	14.7
Owner at September 1996	*0.2	*0.7	10.6	34.3	69.9	68.4	47.3	115.7	13.2
Not an owner at September 1996	—	*0.5	*2.6	4.0	5.8	6.5	6.3	12.8	1.5
Purchaser at September 1995	*0.5	4.3	35.2	46.5	30.5	50.9	66.2	117.1	13.4
Purchaser at September 1996	—	3.6	28.3	38.0	23.2	38.8	54.3	93.1	10.6
Not a purchaser at September 1996	*0.5	*0.7	6.9	8.5	7.3	12.1	11.9	24.0	2.7
Renter at September 1995	94.3	126.0	153.1	91.5	53.9	294.7	224.2	518.9	59.3
Renter at September 1996	80.1	113.9	137.1	83.5	49.2	264.8	199.0	463.8	53.0
Not a renter at September 1996	14.2	12.1	16.0	8.1	4.7	29.9	25.2	55.1	6.3
Other at September 1995(a)	50.9	28.8	15.3	8.2	7.5	64.4	46.3	110.7	12.7
<b>Total</b>	<b>145.9</b>	<b>160.2</b>	<b>218.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>

(a) Comprises people who were boarders, lived rent free or had other living arrangements.

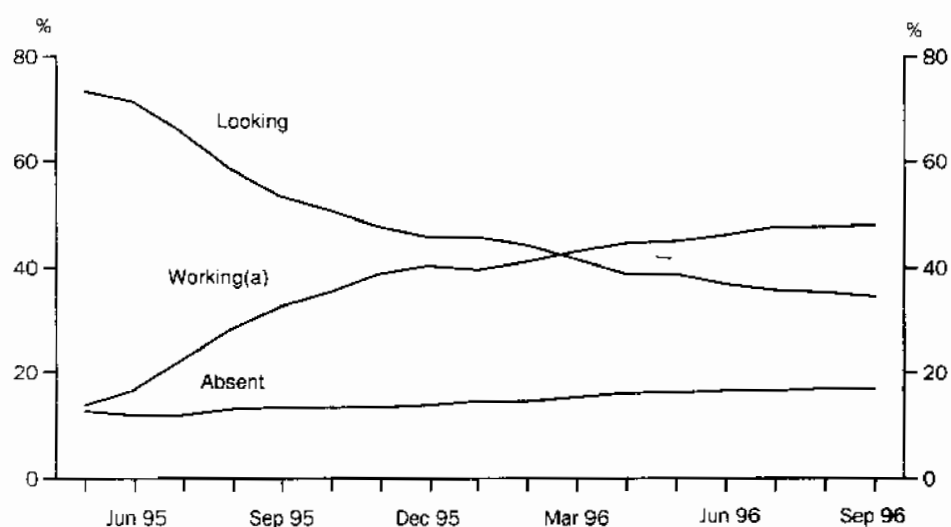
## CHAPTER 5

### JOBSEEKERS: LABOUR MARKET ACTIVITIES

A third of the 875,000 Jobseekers at May 1995 were working four months later. However, in subsequent months there was only a gradual increase in the number in work — 45% in May 1996 and 48% in September 1996. Of the 422,000 Jobseekers who were working in September 1996, 94,000 (22%) were also looking for another job.

The following graph shows the proportion of Jobseekers in each labour market activity for each month since May 1995.

LABOUR MARKET ACTIVITY—May 1995 to September 1996



(a) Includes people who were working and looking for work concurrently.

#### NUMBER OF EPISODES OF LABOUR MARKET ACTIVITY

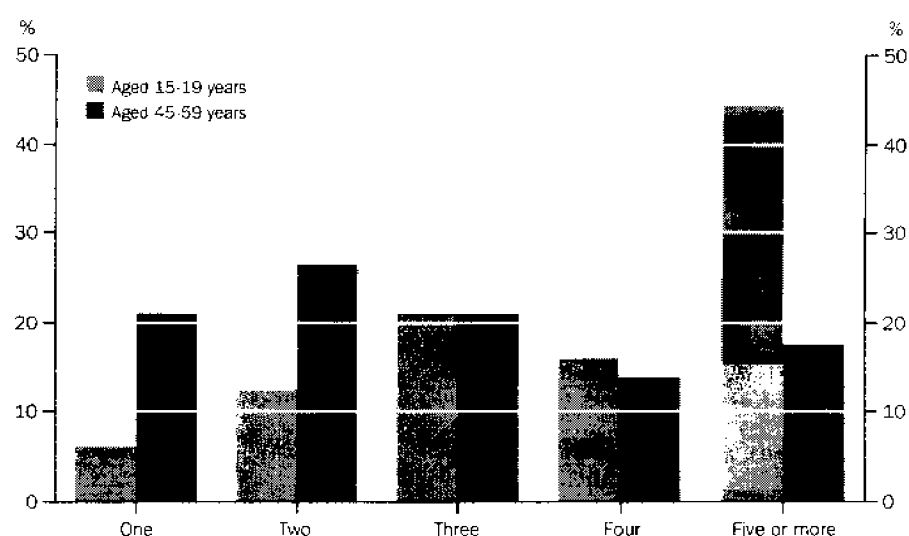
Jobseekers had 3.4 million episodes of labour market activity between September 1994 and September 1996. Almost half (44%) of these were working episodes (jobs), 37% were episodes of looking for work (job search periods), and the remainder were absences from the labour market.

On average, Jobseekers had 3.9 episodes of labour market activity between September 1994 and September 1996.

Younger Jobseekers had more episodes of labour market activity — those aged 15–19 averaged 4.5 episodes of labour market activity compared with 3.1 for those aged 45–59.

Some 44% of those aged 15–19 had five or more episodes of labour market activity, compared with 17% of those aged 45–59.

## NUMBER OF EPISODES—September 1994 to September 1996

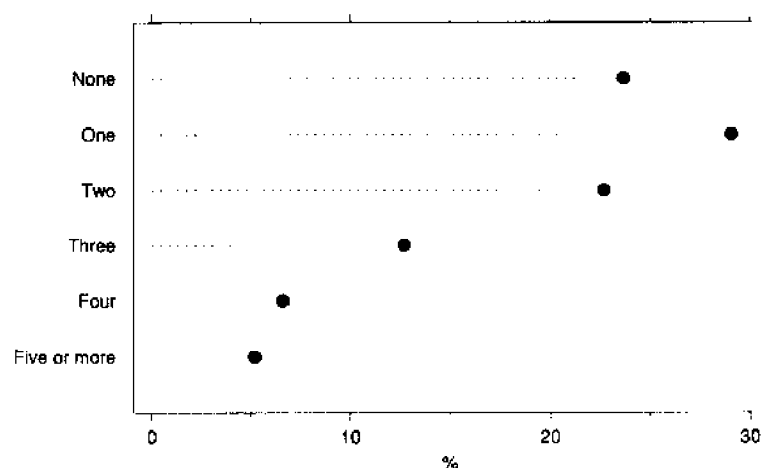


Most Jobseekers (95%) looked for work at some stage between September 1994 and September 1996. Of these, two-thirds (64%) had only one job search period.

Three-quarters (76%) of Jobseekers held at least one job in the two-year period. Of those who had worked, 62% had held two or more jobs.

Half of Jobseekers had at least one period of absence from the labour market, with 30% of these having two or more periods of absence.

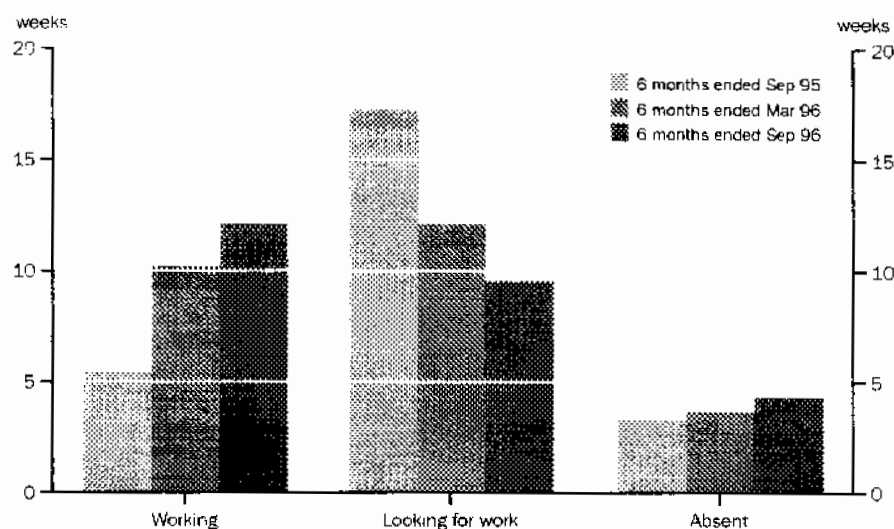
## WORKING EPISODES—September 1994 to September 1996



## TIME SPENT IN LABOUR MARKET ACTIVITIES

On average, Jobseekers worked for five weeks during the six months ended September 1995, increasing to 12 weeks in the six months ended September 1996. Conversely, the average time spent looking for work (only) decreased from 17 weeks to 10 weeks in the same period.

## AVERAGE TIME SPENT IN LABOUR MARKET ACTIVITIES



Of the Jobseekers who worked during the 18 months ended September 1996, 49% worked for more than half of the period. This proportion was lowest among Jobseekers aged 15–19 (43%). Across other age groups, the proportion who worked for more than half the period declined marginally as age increased — some 52% of 20–24 year olds were in this situation compared with 48% of 45–59 year olds.

One in ten Jobseekers (88,000 people) looked for work without success for the entire two-year period from September 1994 to September 1996.

## TRANSITIONS

The SEUP provides information on Jobseekers' labour market activities for every day of the two-year period ended September 1996. As a result, it is possible to examine the number of times a Jobseeker changed their labour market activities between one day and the next. Changes such as these are referred to in this publication as transitions.

For example, a Jobseeker might have been looking for work on one day and absent from the labour market the next day (a transition from looking for work to absent from the labour market), or might have been working on one day and both working and looking for work on the next day (a transition from working to working and looking for work).

Between September 1994 and September 1996, Jobseekers had 3 million labour market activity transitions.

## Transitions from looking for work only

Some 1.1 million transitions (38% of all transitions) were from looking for work only. Many of these occurred when the Jobseeker started working and stopped looking for work (42%), or because the Jobseeker found a job but continued to look for work (36%). The remaining 23% of transitions from looking for work (only) occurred when the Jobseeker left the labour market.

Transitions from looking for work only *continued*

	'000	%
To working only	468.1	41.6
To working and looking for work	401.2	35.7
To absent from the labour market	254.7	22.7
<b>Total</b>	<b>1 124.1</b>	<b>100.0</b>

## Transition from working only

Approximately 800,000 transitions (27%) were from working only. Most commonly, the Jobseeker stopped working and started looking for work (42%), though many left the labour market (22%) or changed to a different job (21%).

	'000	%
To working only (changed job)	168.5	21.1
To working and looking for work	113.2	14.2
To looking for work (only)	336.4	42.2
To absent from the labour market	178.9	22.4
<b>Total</b>	<b>796.9</b>	<b>100.0</b>

## Transitions from working and looking for work concurrently

Approximately 570,000 transitions (19%) were from working and looking for work concurrently. Most of these transitions took place when the job (or jobs) ended and the Jobseeker continued to look for work (58%). In a further 22% of these transitions, the Jobseeker stopped looking for work and continued to work.

	'000	%
To working only	128.0	22.5
To working and looking for work (changed job)	107.5	18.9
To looking for work (only)	328.4	57.7
To absent from the labour market	*5.5	*1.0
<b>Total</b>	<b>569.5</b>	<b>100.0</b>

## Transitions from absent from the labour market

After an absence from the labour market, Jobseekers most often started looking for work (70%). For the remainder, the Jobseeker went directly to a job.

## 5.1 JOBSEEKERS AT MAY 1995, Summary of Labour Market Activity—Sep 1994 to Sep 1996

	AGE GROUP (YEARS).....					SEX.....		
	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons
Labour market activity	'000	'000	'000	'000	'000	'000	'000	'000
SEPTEMBER 1994 TO SEPTEMBER 1995								
<b>One activity only</b>	28.5	34.1	56.6	63.4	69.2	147.8	103.7	251.6
Working	*1.6	*1.2	*1.9	*2.6	*1.7	*3.5	5.4	9.0
Looking for work	22.7	30.0	47.1	55.3	61.1	139.2	76.9	216.1
Absent	4.2	*2.9	7.6	5.5	6.4	5.1	21.4	26.5
<b>More than one activity</b>	117.6	126.2	160.2	121.2	98.5	337.1	286.5	623.4
Worked and looked for work	45.0	61.3	82.4	61.9	49.1	194.2	105.5	299.6
Worked and absent	4.3	3.9	6.6	4.5	*3.3	9.2	13.4	22.5
Looked for work and absent	26.6	19.1	26.4	26.1	25.3	45.2	78.2	123.4
Worked, looked for work and absent	41.7	41.9	44.8	28.7	20.8	88.5	89.4	177.9
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>
SEPTEMBER 1995 TO SEPTEMBER 1996								
<b>One activity only</b>	35.5	53.4	71.2	65.6	71.1	159.4	137.4	296.8
Working	15.4	23.2	28.5	23.3	11.8	54.7	47.5	102.2
Looking for work	14.9	21.3	31.5	32.9	42.6	89.4	53.9	143.3
Absent	5.2	8.9	11.2	9.4	16.7	15.3	36.0	51.3
<b>More than one activity</b>	110.4	106.8	145.7	119.0	96.5	325.4	252.7	578.3
Worked and looked for work	72.6	68.7	91.1	76.0	56.2	228.6	135.8	364.4
Worked and absent	6.9	5.8	12.6	7.8	4.8	13.2	24.7	38.0
Looked for work and absent	12.3	11.1	15.5	19.3	24.8	38.3	44.7	83.0
Worked, looked for work and absent	18.6	21.2	26.5	15.9	10.7	45.3	47.5	92.9
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>
SEPTEMBER 1994 TO SEPTEMBER 1996								
<b>One activity only</b>	9.8	15.2	21.6	26.7	36.0	60.8	48.5	109.4
Working	*1.2	*1.2	*1.2	*1.7	*1.0	*3.0	*3.2	6.3
Looking for work	7.1	11.5	16.8	21.9	30.3	55.9	31.7	87.6
Absent	*1.5	*2.5	3.6	*3.1	4.7	*1.9	13.6	15.5
<b>More than one activity</b>	136.1	145.1	195.1	157.9	131.7	424.0	341.6	765.8
Worked and looked for work	50.5	65.8	91.1	78.5	57.3	229.4	113.7	343.1
Worked and absent	3.6	*2.1	5.9	4.4	*2.8	5.3	13.4	18.7
Looked for work and absent	13.5	14.1	19.5	23.7	33.8	45.3	59.3	104.7
Worked, looked for work and absent	68.5	63.1	78.6	51.3	37.8	144.0	155.2	299.3
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>

## 5.2 JOBSEEKERS AT MAY 1995, Labour Market Activities—September 1994 to September 1996

	AGE GROUP (YEARS).....					SEX.....			
Number of episodes of labour market activity	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons.....	
<b>WORKING</b>									
	'000	'000	'000	'000	'000	'000	'000	'000	%
None	22.2	28.1	40.0	48.7	68.7	103.1	104.6	207.7	23.7
One	41.0	44.1	69.2	55.9	44.5	142.3	112.3	254.6	29.1
Two	38.8	40.1	55.5	38.6	25.5	110.7	87.8	198.4	22.7
Three	21.9	21.8	27.4	23.7	16.6	64.8	46.5	111.4	12.7
Four	13.4	15.0	14.3	8.1	6.9	37.0	20.6	57.7	6.6
Five or more	8.7	11.2	10.5	9.7	5.3	26.9	18.5	45.4	5.2
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>
	no.	no.	no.	no.	no.	no.	no.	no.	..
Average no. of episodes of work for Jobseekers with an episode of this type	2.4	2.4	2.2	2.2	2.1	2.3	2.2	2.2	..
<b>LOOKING FOR WORK</b>									
	'000	'000	'000	'000	'000	'000	'000	'000	%
None	6.3	5.8	10.7	9.2	8.5	10.2	30.2	40.4	4.6
One	70.8	96.7	130.9	115.3	121.4	301.0	234.1	535.1	61.1
Two	48.4	39.7	53.2	44.5	28.6	122.6	91.9	214.5	24.5
Three	15.5	13.3	16.7	10.6	5.1	35.0	26.2	61.2	7.0
Four	*3.4	*2.6	4.0	*3.3	*2.3	9.9	5.7	15.7	1.8
Five or more	*1.6	*2.2	*1.2	*1.6	*1.6	6.2	*2.1	8.2	0.9
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>
	no.	no.	no.	no.	no.	no.	no.	no.	..
Average no. of episodes of looking for work for Jobseekers with an episode of this type	1.7	1.5	1.5	1.5	1.3	1.5	1.5	1.5	..
<b>ABSENT FROM THE LABOUR MARKET</b>									
	'000	'000	'000	'000	'000	'000	'000	'000	%
None	58.8	78.5	109.1	102.0	88.6	288.3	148.6	436.9	49.9
One	59.4	56.2	72.0	57.9	60.9	146.9	159.4	306.3	35.0
Two	21.3	18.8	26.0	17.9	14.6	36.7	62.0	98.6	11.3
Three	5.4	4.8	7.7	4.2	*1.7	8.4	15.4	23.8	2.7
Four	*0.9	*2.0	*0.8	*1.4	*0.5	*1.8	3.8	5.6	0.6
Five or more	*0.1	*0.1	*1.1	*1.1	*1.3	*2.8	*1.0	3.8	0.4
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>
	no.	no.	no.	no.	no.	no.	no.	no.	..
Average no. of episodes of absence from the labour market for Jobseekers with an episode of this type	1.4	1.4	1.5	1.4	1.3	1.4	1.4	1.4	..

## 5.2 JOBSEEKERS AT MAY 1995, Labour Market Activities—September 1994 to September 1996

continued—

	AGE GROUP (YEARS).....					SEX.....			
Number of episodes of labour market activity	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons.....	
ALL LABOUR MARKET ACTIVITIES									
	'000	'000	'000	'000	'000	'000	'000	'000	%
One	9.0	14.6	20.8	25.7	35.3	59.4	46.2	105.5	12.1
Two	18.4	25.4	41.6	41.3	44.5	100.0	71.3	171.3	19.6
Three	30.6	33.3	46.3	40.6	35.2	98.7	87.4	186.0	21.3
Four	23.2	29.7	38.9	25.7	23.3	77.9	62.9	140.8	16.1
Five or more	64.7	57.2	69.0	51.2	29.3	148.9	122.5	271.4	31.0
<b>Total</b>	<b>146.0</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>	<b>100.0</b>
	no.	no.	no.	no.	no.	no.	no.	no.	..
Average total no. of episodes	4.5	4.2	3.9	3.6	3.1	3.9	3.8	3.9	..

## 5.3 JOBSEEKERS AT MAY 1995, Average Time in Each Labour Market Activity

	LABOUR MARKET ACTIVITY.....					
	Working only	Working and looking for work	Working Total	Looking for work only	Absent	Total
Period	weeks	weeks	weeks	weeks	weeks	weeks
<b>September 1994 to September 1995</b>	<b>8.7</b>	<b>3.4</b>	<b>12.1</b>	<b>31.8</b>	<b>8.1</b>	<b>52.0</b>
First 6 months	5.5	1.2	6.7	14.5	4.7	26.0
Second 6 months	3.3	2.1	5.4	17.3	3.3	26.0
<b>September 1995 to September 1996</b>	<b>16.7</b>	<b>5.5</b>	<b>22.2</b>	<b>21.8</b>	<b>8.0</b>	<b>52.0</b>
First 6 months	7.5	2.7	10.2	12.1	3.7	26.0
Second 6 months	9.3	2.8	12.1	9.6	4.3	26.0
<b>September 1994 to September 1996</b>	<b>25.5</b>	<b>8.8</b>	<b>34.3</b>	<b>53.6</b>	<b>16.0</b>	<b>104.0</b>

## 5.4 JOBSEEKERS AT MAY 1995, ALL LABOUR MARKET ACTIVITY TRANSITIONS(a)

## LABOUR MARKET ACTIVITY AFTER TRANSITION.....

	Working only	Working and looking for work	Working Total	Looking for work only	Absent	Total.....	%
Labour market activity before transition	'000	'000	'000	'000	'000	'000	%

## SEPTEMBER 1994 TO SEPTEMBER 1995

Working	117.3	112.1	229.4	390.7	113.9	734.1	44.4
Working only	53.1	73.8	126.9	208.7	111.1	446.7	27.0
Working and looking for work	64.2	38.3	102.5	182.0	*2.8	287.4	17.4
Looking for work only	235.1	219.4	454.5	..	145.3	599.9	36.3
Absent	70.6	*5.4	76.0	243.9	..	320.0	19.4
<b>Total</b>	<b>423.1</b>	<b>337.0</b>	<b>760.1</b>	<b>634.6</b>	<b>259.3</b>	<b>1 654.0</b>	<b>100.0</b>

## SEPTEMBER 1995 TO SEPTEMBER 1996

Working	179.1	108.6	287.7	274.1	70.4	632.3	48.4
Working only	115.3	39.4	154.7	127.7	67.7	350.2	26.8
Working and looking for work	63.8	69.2	133.0	146.4	*2.7	282.1	21.6
Looking for work only	232.9	181.8	414.7	..	109.4	524.2	40.1
Absent	63.0	*0.6	63.6	86.3	..	149.9	11.5
<b>Total</b>	<b>475.1</b>	<b>291.1</b>	<b>766.2</b>	<b>360.4</b>	<b>179.8</b>	<b>1 306.4</b>	<b>100.0</b>

## SEPTEMBER 1994 TO SEPTEMBER 1996

Working	296.5	220.7	517.2	664.8	184.4	1 366.4	46.2
Working only	168.5	113.2	281.7	336.4	178.9	796.9	26.9
Working and looking for work	128.0	107.5	235.5	328.4	*5.5	569.5	19.2
Looking for work only	468.1	401.2	869.3	..	254.7	1 124.1	38.0
Absent	133.6	*6.0	139.6	330.2	..	469.9	15.9
<b>Total</b>	<b>898.2</b>	<b>628.1</b>	<b>1 526.3</b>	<b>995.0</b>	<b>439.1</b>	<b>2 960.4</b>	<b>100.0</b>

(a) A labour market activity transition occurs when a person changes his/her labour market activities between one day and the next. Transitions include changes between activities (such as changing from looking for work to working only) and changes between jobs (such as transitions from 'working only' to 'working only').

## 5.5 JOBSEEKERS AT MAY 1995, Labour Market Activity at September 1995 and September 1996

## LABOUR MARKET ACTIVITY AT SEPTEMBER 1996

	Working only	Working and looking for work	Working Total	Looking for work only	Absent	Total.....	
Labour market activity at September 1995	%	%	%	%	%	%	'000
Working	60.2	15.3	75.5	17.6	6.9	100.0	294.7
Working only	72.2	5.6	77.8	15.1	7.2	100.0	200.9
Working and looking for work	34.5	36.1	70.8	23.2	6.2	100.0	93.9
Looking for work only	27.0	10.0	37.0	49.1	13.9	100.0	464.1
Absent	21.4	12.1	23.5	20.6	55.9	100.0	116.2
<b>Total</b>	<b>37.4</b>	<b>10.8</b>	<b>48.2</b>	<b>34.7</b>	<b>17.1</b>	<b>100.0</b>	<b>875.1</b>

## CHAPTER 6

## JOBSEEKERS: JOB SEARCH PATTERNS .....

This chapter describes Jobseekers' job search experiences between September 1994 and September 1996. It examines how much time different groups of people spent looking for work during the period, and describes their job search activities, difficulties, aspirations and outcomes. The chapter also includes information on job offers received during job search periods, and training courses undertaken while not working.

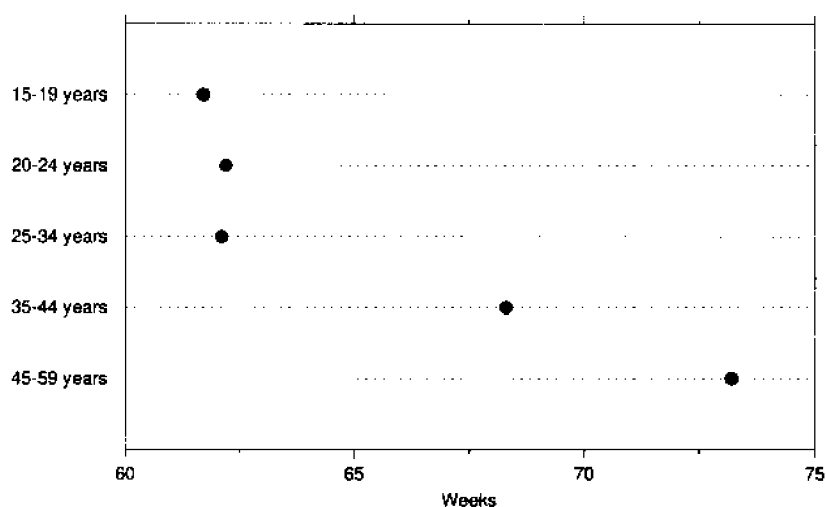
### WHO LOOKED LONGEST?

Almost all Jobseekers looked for work at some stage between September 1994 and September 1996. The average time spent looking for work during the two-year period was 15 months (66 weeks).

#### Age

The time spent looking for work increased with age. On average, 15–19 year olds spent 62 weeks looking for work, while 45–59 year olds spent 73 weeks.

#### AVERAGE TIME SPENT LOOKING FOR WORK, By Age Group



#### Sex

Males spent more time looking for work than females — an average of 69 weeks compared with 61 weeks.

#### Educational attainment

Jobseekers with higher levels of educational attainment spent less time looking for work. Those with a bachelor degree or higher spent an average of 58 weeks looking for work, while those who had attended the highest level of secondary school available but who had not completed any post-school qualifications looked for work for 64 weeks.

People who had left school early looked for work for even longer — an average of 71 weeks for those who had left school at age 15 or under.

**Birthplace**

People born in Australia or in a main English-speaking country spent less time looking for work than people born in other countries. On average the latter group looked for work for 70 weeks during the period which was six to seven weeks more than the former.

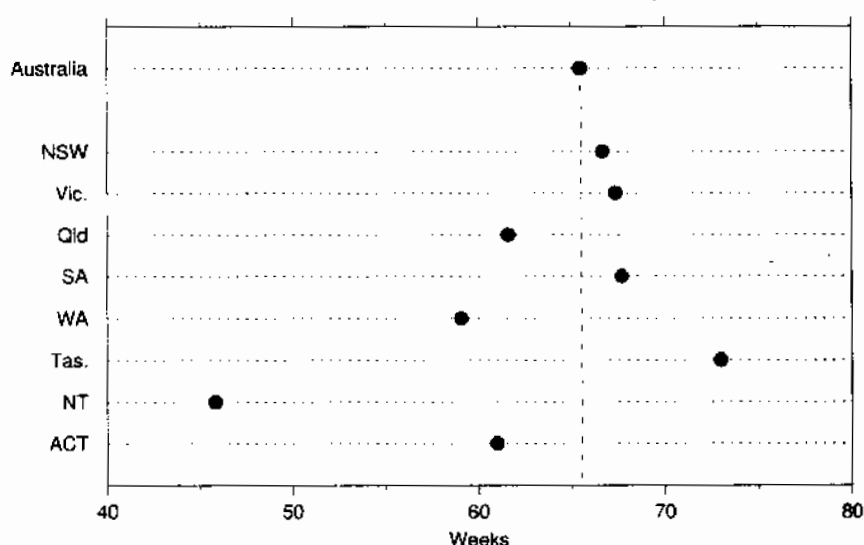
**Proficiency in English**

Of people whose first language was not English and who usually spoke a language other than English at home, the number of weeks spent looking for work tended to increase as English proficiency decreased. People who said that they spoke English very well spent an average of 70 weeks looking for work, while for those who did not speak English the average was 85 weeks.

**State and Territory of usual residence at May 1995**

Jobseekers in Western Australia and the Northern Territory spent the least time looking for work (59 weeks and 46 weeks respectively), while those in Tasmania spent the most time (73 weeks).

**AVERAGE TIME SPENT LOOKING FOR WORK, By State and Territory**

**Section of State at May 1995**

Jobseekers living in Capital cities spent less time looking for work than those in other areas, while those living in the Balance of major urban areas (such as Newcastle, Wollongong, Townsville, and Geelong) looked for work for the most time (an average of 74 weeks).

**Labour force status of spouse**

Jobseekers whose spouse was employed at May 1995 spent considerably less time looking for work during the two-year period than those whose spouse was either unemployed or not in the labour force. On average, Jobseekers whose spouse was employed looked for work for 57 weeks, compared with 71 weeks for those whose spouse was unemployed and 74 weeks for those whose spouse was not in the labour force.

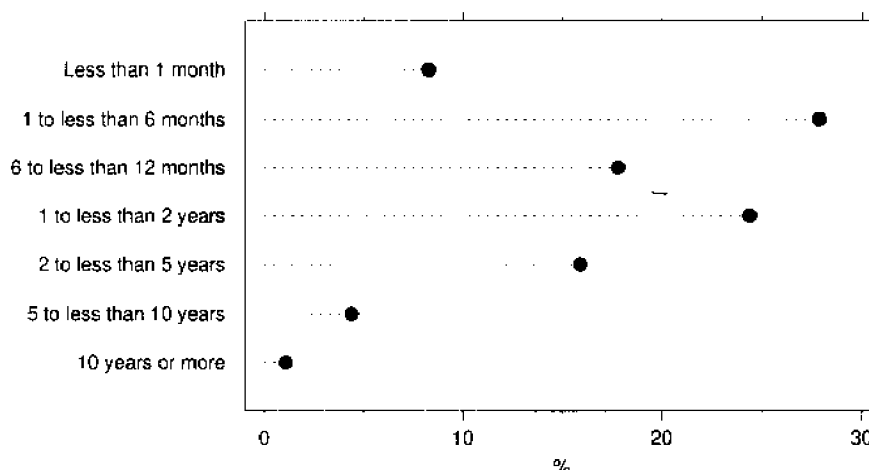
## JOB SEARCH PATTERNS

This section examines how job search experiences and attitudes differed depending on the length of time that the Jobseeker had been looking for work. The length of a job search period refers to the duration of the job search period up until September 1996, even though one-third of all job search periods were still continuing at that point.

Jobseekers had 1.2 million periods of job search between September 1994 and September 1996. By September 1996, almost half (46%) of these job search periods had lasted for a year or more, 46% had lasted between one month and one year, and the remaining 8% had lasted for less than one month.

Some job search periods had lasted a very long time — 65,000 (5%) had lasted for five years or more, and 11,000 (1%) had lasted for ten years or more.

## DURATION OF JOB SEARCH PERIODS



## Whether looking for full-time or part-time work

Most Jobseekers wanted full-time work — 42% were looking for full-time work only, and 43% were prepared to accept either full-time or part-time work.

As the length of a job search period increased, the proportion of Jobseekers willing to accept either full-time or part-time work increased — 48% of those who had been looking for work for two years or more were willing to accept either full-time or part-time work compared with 32% of those who had looked for work for less than one month.

During very short job search periods (lasting less than one month), 26% of Jobseekers were looking for part-time work only compared with 12% of job search periods lasting for two years or more.

## Active steps taken to find work

Jobseekers were registered with the Commonwealth Employment Service (CES) during 82% of job search periods. The registration rate was lowest for very short job search periods (57%) and highest for periods lasting two years or more (90%).

During 79% of very short job search periods where the Jobseeker did not register with the CES, the Jobseeker took other active steps but few directly contacted prospective employers.

## Main difficulties in finding work

In 42% of job search periods, the Jobseekers' main difficulty in finding work was either insufficient work experience, no vacancies at all, or no vacancies in their line of work. The proportion of Jobseekers experiencing these difficulties was reasonably consistent regardless of the length of the job search period.

During job search periods lasting less than one month, 21% of Jobseekers thought they had no difficulties at all in finding work. In job search periods lasting two years or more, the most common difficulty perceived by Jobseekers was that they were considered too young or too old by employers (25%).

In job search periods lasting two years or more, 6% of Jobseekers had experienced difficulty in finding work due mainly to language problems compared with 2% of job search periods lasting less than one year.

## Whether prepared to move

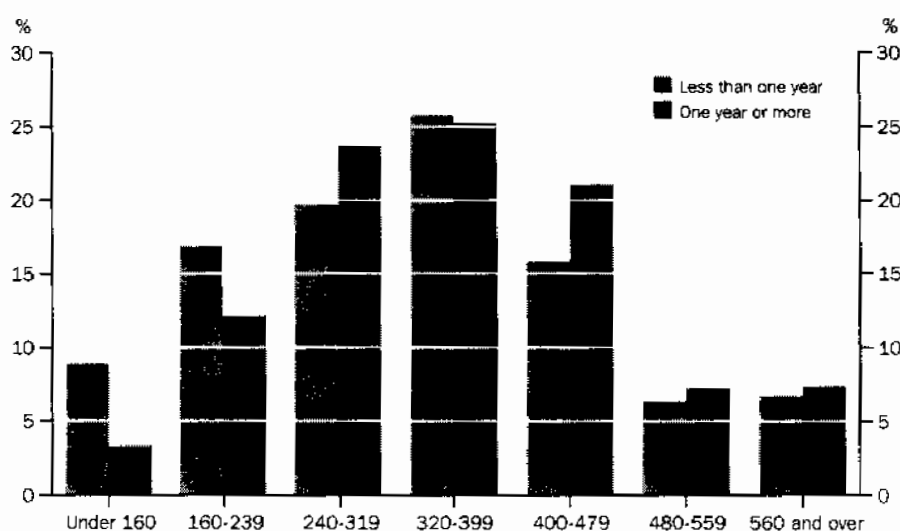
Jobseekers were willing to move interstate or willing to consider moving interstate if offered a suitable job in a third (34%) of all job search periods. They were more willing to move intrastate than interstate — in half of all job search periods the Jobseeker was prepared to move, or prepared to consider moving intrastate if offered a suitable job.

Jobseekers were the least prepared to move interstate or intrastate to take up a job during job search periods lasting less than one month.

## Reservation wage

Jobseekers were asked how many hours a week they would have liked to work and, based on those hours, what was the minimum weekly take-home pay they would be prepared to accept if they had been offered a job. This minimum take-home pay is referred to as the *reservation wage*.

WEEKLY RESERVATION WAGE(\$), Duration of Job Search(a)



(a) Excludes job search periods where the reservation wage was not collected or not known.

*Reservation wage continued*

Jobseekers were prepared to accept a take-home pay of between \$240 and \$399 per week in almost half (47%) of all job search periods (for which the reservation wage was known). Reservation wages tended to be higher the longer the Jobseeker had been looking for work. Some 12% of Jobseekers were prepared to accept less than \$160 a week during very short job search periods, while during job search periods lasting one year or more, only 3% of Jobseekers were prepared to accept the same amount. However, the proportion of Jobseekers looking for a take-home pay of more than \$560 a week was the lowest of all in job search periods lasting two years or more.

These reservation wage patterns may be related to the number of hours that Jobseekers wanted to work. In job search periods lasting two years or more, 82% of Jobseekers wanted to work at least 35 hours per week, compared with 70% during job search periods lasting less than one month.

## TRAINING AS AN AID TO JOB SEARCH

In the two-year period ended September 1996, Jobseekers attended 454,000 training courses while they were not working. Some 82% of these training courses were attended in the expectation that they would help obtain a job (excludes training courses for which the information was not collected or not known).

Of the training courses attended to help obtain a job, the most common fields of study were general computing skills (12%), clerical/office training (12%) and English language training (11%).

## JOB OFFERS

Some 58% of Jobseekers received a job offer while they were searching for work during the two-year period ended September 1996. Most of these (89%) accepted at least one job offer, and overall, three-quarters of all job offers were accepted.

Over a quarter (28%) of Jobseekers who received an offer declined at least one offer. A larger proportion of those who did not decline any offers were working at September 1996 (66%) than of those who had declined at least one offer (55%). Most commonly, job offers were turned down because the job was considered unsuitable (31% of declined job offers).

## JOB SEARCH OUTCOMES

More than two-thirds (68%) of job search periods ended before September 1996. The remaining 32% of job search periods were still continuing at September 1996.

The periods that ended were either followed by a job (70%), or an absence from the labour market (30%).

## JOBSEEKERS' JOB SEARCH PERIODS

<i>Jobsearch outcome</i>	<i>'000</i>	<i>%</i>
Job	577.2	47.1
Still looking for work	395.9	32.3
Absence from the labour market	252.2	20.6
<b>Total</b>	<b>1 225.3</b>	<b>100.0</b>

### 6.1 JOBSEEKERS AT MAY 1995 WHO HAD LOOKED FOR WORK, Time Spent Looking for Work(a)— Sep 1994 to Sep 1996

Selected characteristics	WEEKS SPENT LOOKING FOR WORK.....	
	Average	Median
<b>Sex</b>		
Males	69.0	73.9
Females	60.8	61.3
<b>Age group (years)</b>		
15-19	61.7	65.3
20-24	62.2	63.4
25-34	62.1	64.6
35-44	68.3	73.1
45-59	73.2	78.6
<b>Birthplace</b>		
Born in Australia	64.4	68.0
Born outside Australia	68.1	72.0
Main English-speaking country	63.2	63.7
Other countries	70.3	74.7
<b>Level of English proficiency at Sep 1995</b>		
First language English	64.3	67.9
First language not English	69.6	73.7
Speaks English at home	65.5	68.9
Does not speak English at home	72.0	77.0
Speaks English very well	69.8	72.0
Speaks English well	66.5	65.6
Speaks English fairly well	72.7	79.3
Does not speak English well	77.4	84.0
Does not speak English	85.2	100.3
<b>State/Territory of usual residence at May 1995</b>		
New South Wales	66.7	71.1
Victoria	67.4	70.7
Queensland	61.6	65.0
South Australia	67.7	72.1
Western Australia	59.1	59.6
Tasmania	73.0	81.0
Northern Territory	45.8	44.4
Australian Capital Territory	61.0	67.4
<b>Section of State at May 1995</b>		
Capital city	63.0	65.3
Balance of major urban area	74.2	81.7
Other urban	68.3	74.4
Rural	66.1	68.3
<b>Total</b>	<b>65.5</b>	<b>69.4</b>

(a) Total time spent looking for work between September 1994 and September 1996.

# 6.1 JOBSEEKERS AT MAY 1995 WHO HAD LOOKED FOR WORK, Time Spent Looking for Work(a)— Sep 1994 to Sep 1996 *continued*

Selected characteristics	WEEKS SPENT LOOKING FOR WORK.....	
	Average	Median
<b>Educational attainment at Sep 1995</b>		
Post-school qualifications obtained	61.3	62.0
Bachelor degree or higher	58.1	58.0
Undergraduate diploma or associate diploma	59.4	59.4
Skilled vocational or basic vocational qualification	63.1	65.3
No post-school qualifications obtained	67.9	73.0
Attended highest level of secondary school available	63.7	67.0
Did not attend highest level of secondary school available	69.6	75.1
Age left school		
17 years and over	69.6	75.1
16 years	67.1	72.7
15 years and under	71.2	76.3
Never attended school	*68.0	*58.6
Still at school	45.3	51.0
<b>Labour force status of spouse/partner at May 1995</b>		
Had spouse/partner		
Employed	56.5	56.4
Unemployed	71.2	77.6
Not in the Labour force	74.4	80.0
Not stated	*69.9	*67.3
Did not have spouse/partner	65.0	68.7
<b>Total</b>	<b>65.5</b>	<b>69.4</b>

(a) Total time spent looking for work between September 1994 and September 1996.

## 6.2 JOBSEEKERS AT MAY 1995, EPISODES OF LOOKING FOR WORK—Sep 1994 to Sep 1996

## DURATION OF EPISODE.....

	Less than one month	One month to less than one year	One to less than 2 years	2 years or more	Total.....	%
Selected characteristics	'000	'000	'000	'000	'000	%
<b>Whether looking for full-time or part-time work</b>						
Full-time	43.1	235.3	131.1	103.6	513.0	41.9
Part-time	26.3	88.9	36.9	31.6	183.6	15.0
Both full-time and part-time	32.8	238.8	131.7	125.2	528.6	43.1
<b>Active steps taken to find work</b>						
Registered with the CES	58.3	450.9	260.8	235.0	1 005.0	82.0
Took no other active steps	*3.8	21.2	7.9	*7.4	40.4	3.3
Contacted prospective employers	49.0	406.8	242.9	212.9	911.5	74.4
Took other active steps	*5.5	22.9	10.0	14.7	53.1	4.3
Not registered with the CES	43.9	112.0	38.9	25.6	220.3	18.0
Contacted prospective employers	*3.4	*4.0	*2.3	*2.4	12.1	1.0
Took other active steps	34.9	95.5	31.9	19.2	181.5	14.8
Took only inactive steps	*5.6	12.5	*4.7	*4.0	26.7	2.2
<b>Main difficulty in finding work</b>						
Own ill health or disability	*4.5	23.8	14.0	21.6	63.9	5.2
Considered too young or too old by employers	9.0	65.9	49.4	64.7	189.0	15.4
Unsuitable hours	*3.6	17.8	*4.9	*2.9	29.2	2.4
Transport problems	*5.8	43.5	21.6	18.0	88.9	7.3
Lacked necessary education, training or skills	11.2	78.5	46.4	31.5	167.6	13.7
Language difficulties	*1.7	11.6	10.2	16.2	39.8	3.2
Insufficient work experience	9.8	83.3	47.5	30.4	171.0	14.0
No vacancies at all	14.3	88.8	41.3	31.0	175.4	14.3
No vacancies in line of work	15.3	82.6	42.3	29.1	169.2	13.8
Difficulties with ethnic background	*0.2	*1.4	*2.0	*1.0	*4.5	*0.4
Childcare	*1.8	*6.1	*2.4	*1.2	11.5	0.9
Other family responsibilities	*0.1	*3.3	*2.8	*1.8	8.1	0.7
Other difficulties	*3.1	25.1	9.1	8.0	45.3	3.7
No difficulties at all	21.7	31.3	*5.8	*3.0	61.8	5.0
<b>Whether prepared to move interstate if offered a suitable job</b>						
Prepared to move interstate	21.7	145.6	75.3	62.0	304.6	24.9
Not prepared to move interstate	72.5	357.6	190.1	166.6	786.8	64.2
<b>Moving interstate would depend on</b>						
Job conditions	*4.5	29.3	16.3	15.7	65.8	5.4
Personal/family reasons	*1.4	8.6	*5.0	*7.1	22.2	1.8
The specific state	*1.2	9.2	*5.2	*3.1	18.6	1.5
Other conditions	—	*4.6	*3.5	*2.5	10.6	0.9
Not known	*0.8	8.2	*4.3	*3.4	16.8	1.4
<b>Whether prepared to move intrastate if offered a suitable job</b>						
Prepared to move intrastate	32.6	207.9	113.8	94.7	449.0	36.6
Not prepared to move intrastate	59.5	277.7	143.7	121.5	602.4	49.2
<b>Moving intrastate would depend on</b>						
Job conditions	*4.7	32.3	16.3	18.3	71.6	5.8
Personal/family reasons	*1.3	12.7	*5.9	9.8	29.6	2.4
The specific part of the state	*2.1	22.1	13.4	8.3	46.0	3.8
Other conditions	*0.9	*4.2	*3.8	*4.8	13.8	1.1
Not known	*1.1	*6.1	*2.8	*3.0	13.0	1.1
<b>Total</b>	<b>102.2</b>	<b>563.0</b>	<b>299.7</b>	<b>260.4</b>	<b>1 225.3</b>	<b>100.0</b>

## 6.2 JOBSEEKERS AT MAY 1995, EPISODES OF LOOKING FOR WORK—Sep 1994 to Sep 1996

continued

## DURATION OF EPISODE.....

Selected characteristics	DURATION OF EPISODE.....				Total.....	%
	Less than one month	One month to less than one year	One to less than 2 years	2 years or more		
	'000	'000	'000	'000	'000	%
<b>Reservation wage</b>						
Under \$160	8.5	26.4	*5.4	*1.4	41.7	3.4
\$160-\$239	13.0	53.1	16.1	9.1	91.2	7.4
\$240-\$319	13.2	63.8	27.1	22.1	126.1	10.3
\$320-\$399	15.7	85.3	26.8	25.5	153.2	12.5
\$400-\$479	10.4	51.2	22.5	20.9	105.0	8.6
\$480-\$559	*4.6	20.0	9.0	*6.2	39.8	3.2
\$560-\$639	*3.0	12.0	*5.5	*2.2	22.7	1.9
\$640 and over	*2.5	8.5	*6.4	*1.3	18.7	1.5
Not known	31.4	242.7	180.9	171.8	626.8	51.2
<b>Hours wanted to work</b>						
1-14	*4.2	*5.5	*2.3	*1.4	13.4	1.1
15-24	12.6	38.8	15.5	10.6	77.5	6.3
25-34	*6.1	34.4	14.7	7.9	63.1	5.1
35 or more	53.2	261.7	104.1	91.7	510.7	41.7
Not known	26.0	222.6	163.1	149.0	560.6	45.8
<b>Total</b>	<b>102.2</b>	<b>563.0</b>	<b>299.7</b>	<b>260.4</b>	<b>1 225.3</b>	<b>100.0</b>

### 6.3 JOBSEEKERS AT MAY 1995, Job Offers Received During Episodes of Looking for Work— September 1994 to September 1996

#### LABOUR MARKET ACTIVITY AT SEPTEMBER 1996

	Working only	Working and looking for work	Working Total	Looking for work only	Absent	Total.....	
	%	%	%	%	%	%	'000
<b>Number of job offers received</b>							
None	22.4	6.0	28.4	43.3	28.3	100.0	369.3
One	48.1	11.7	59.8	29.4	10.9	100.0	279.1
Two	51.5	14.5	66.0	26.9	7.2	100.0	127.2
Three	46.7	19.5	66.2	29.0	*4.9	100.0	52.7
Four or more	43.6	22.8	66.4	26.8	*6.8	100.0	46.7
<b>Number of job offers accepted</b>							
None	25.8	8.1	33.9	46.8	19.4	100.0	53.4
One	52.2	12.2	64.4	26.5	9.0	100.0	296.5
Two	49.9	17.4	67.3	26.3	6.4	100.0	100.7
Three	46.5	25.4	71.9	25.2	*2.9	100.0	35.8
Four or more	46.8	24.1	70.9	25.6	*3.5	100.0	19.4
Did not receive any job offers	22.4	6.0	28.4	43.3	28.3	100.0	369.3
<b>Number of job offers declined</b>							
None	51.1	14.4	65.5	26.8	7.7	100.0	365.1
One	42.4	12.6	55.0	31.6	13.4	100.0	92.8
Two	42.4	14.7	57.1	35.6	*7.2	100.0	30.2
Three	*38.0	*19.1	57.1	*29.1	*13.9	100.0	8.4
Four or more	*28.9	*17.2	46.1	40.9	*13.0	100.0	9.3
Did not receive any job offers	22.4	6.0	28.4	43.3	28.3	100.0	369.3
<b>Total</b>	<b>37.4</b>	<b>10.8</b>	<b>48.2</b>	<b>34.7</b>	<b>17.1</b>	<b>100.0</b>	<b>875.1</b>

## 6.4 JOBSEEKERS AT MAY 1995, EPISODES OF LOOKING FOR WORK, Characteristics and Outcomes—September 1994 to September 1996

### NEXT LABOUR MARKET ACTIVITY AFTER AN EPISODE OF LOOKING FOR WORK...

	Working	Absent	Still looking for work(a)	Total
	'000	'000	'000	'000
<b>Whether looking for full-time or part-time work</b>				
Full-time	274.8	87.2	151.0	513.0
Part-time	71.0	58.3	54.4	183.6
Both full-time and part-time	231.5	106.6	190.5	528.6
<b>Active steps taken to find work</b>				
Registered with the CES	469.6	196.9	338.6	1 005.0
Took no other active steps	23.1	11.5	*5.8	40.4
Contacted prospective employers	425.3	170.1	316.1	911.5
Took other active steps	21.2	15.3	16.7	53.1
Not registered with the CES	107.8	55.3	57.3	220.3
Took no other active steps	11.1	8.1	7.5	26.7
Contacted prospective employers	*4.2	*3.7	*4.2	12.1
Took other active steps	92.5	43.5	45.6	181.5
<b>Main difficulty in finding work</b>				
Own ill health or disability	19.1	20.8	24.0	63.9
Considered too young or too old by employers	76.7	42.6	69.8	189.0
Unsuitable hours	12.5	8.2	8.5	29.2
Too far to travel or transport problems	41.0	17.6	30.4	88.9
Lacked necessary education, training or skills	81.4	36.7	49.4	167.6
Language difficulties	12.9	12.9	13.9	39.8
Insufficient work experience	88.4	30.5	52.1	171.0
No vacancies at all	80.2	32.1	63.1	175.4
No vacancies in line of work	85.8	26.1	57.3	169.2
Difficulties with ethnic background	*1.5	*1.4	*1.6	*4.5
Childcare	*4.4	*4.5	*2.6	11.5
Other family responsibilities	*3.0	*2.6	*2.5	8.1
Other difficulties	25.0	7.9	12.5	45.3
No difficulties at all	45.5	8.2	8.2	61.8
<b>Whether prepared to move interstate if offered a suitable job</b>				
Prepared to move interstate	151.6	48.9	104.1	304.6
Not prepared to move interstate	353.8	180.0	253.0	786.8
May be prepared to move interstate	60.4	19.5	37.2	117.1
Not known	11.5	*3.8	*1.5	16.8
<b>Whether prepared to move intrastate if offered a suitable job</b>				
Prepared to move intrastate	218.3	77.0	153.7	449.0
Not prepared to move intrastate	276.2	138.7	187.5	602.4
May be prepared to move intrastate	74.9	33.0	53.0	160.9
Not known	7.9	*3.5	*1.6	13.0
<b>Reservation wage</b>				
Under \$160	15.8	9.5	16.4	41.7
\$160-\$239	34.7	13.6	42.9	91.2
\$240-\$319	41.0	17.3	67.9	126.1
\$320-\$399	51.1	15.6	86.6	153.2
\$400-\$479	35.2	8.1	61.7	105.0
\$480-\$559	15.1	*4.1	20.6	39.8
\$560-\$639	8.7	*2.0	11.9	22.7
\$640 and over	7.5	*1.2	10.0	18.7
Not known	368.2	180.7	77.8	626.8
<b>Total</b>	<b>577.2</b>	<b>252.2</b>	<b>395.9</b>	<b>1 225.3</b>

## CHAPTER 7

### JOBSEEKERS: WORK PROFILE

#### WHO GOT JOBS?

This chapter examines the characteristics of Jobseekers who worked after May 1995, and provides details of the jobs they found. The chapter concludes with a summary of Jobseekers' labour market situation at September 1996.

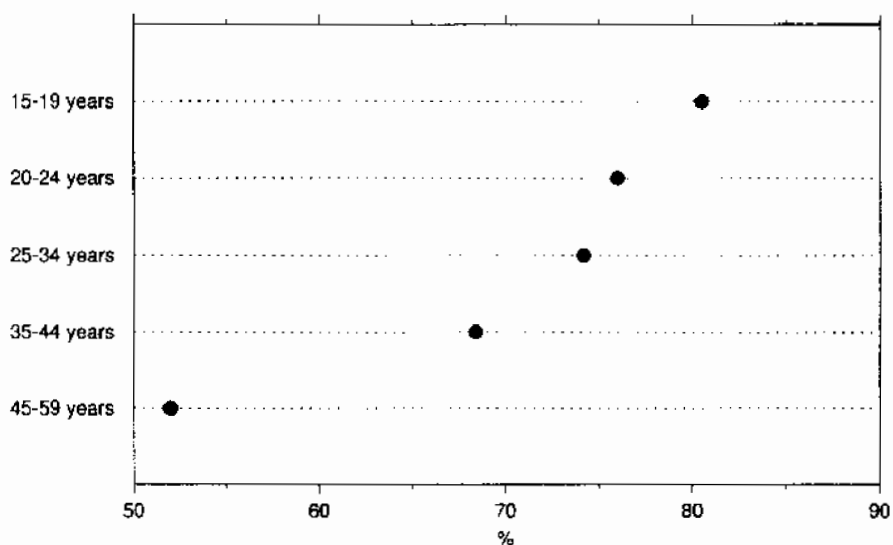
#### Sex

Overall, 70% of Australia's 875,000 Jobseekers worked at some time between May 1995 and September 1996. During this period, 72% of male Jobseekers had at least one job compared with 67% of females.

#### Age

Age had a considerable bearing on Jobseekers' success in finding work — 80% of Jobseekers aged 15–19 worked at some time after May 1995 compared with 52% of those aged 45–59.

JOBSEEKERS WHO WORKED AFTER MAY 1995, By Age Group



#### Birthplace and English proficiency

Almost three-quarters of Jobseekers born in Australia or in main English-speaking countries held a job (73% and 74% respectively), compared with 57% of those born in other countries.

Similarly, as the level of English proficiency decreased, so did the proportion who had a job. For example, among Jobseekers from non-English speaking backgrounds, 60% of those who said they spoke English very well worked at some stage after May 1995 whereas only 32% of those who said they did not speak English well or did not speak English at all had a job during this period.

## Educational attainment

Between May 1995 and September 1996, 74% of Jobseekers who held a post-school qualification had worked, compared with 68% of those without post-school qualifications.

## Spouses and children

Of Jobseekers with a spouse employed full time at May 1995, 72% had worked during the period. This compares with 56% of those with an unemployed spouse.

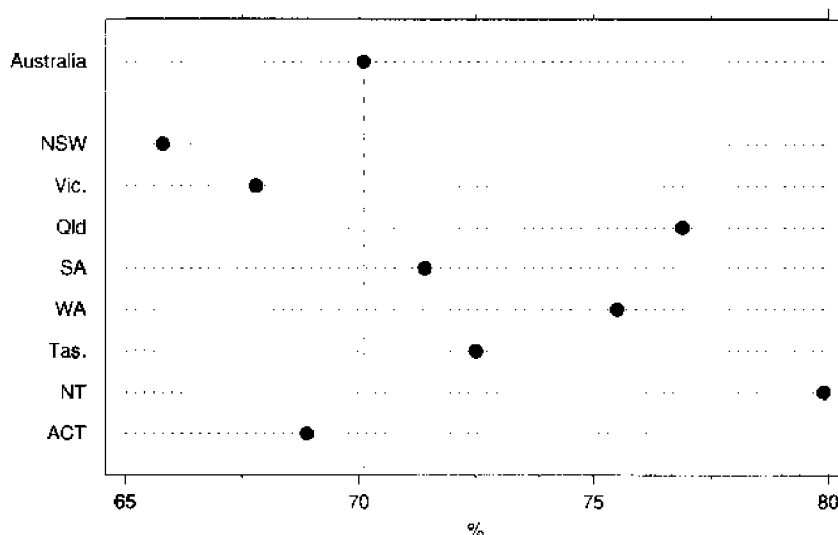
The relationship between Jobseekers and their spouses' labour force status was most pronounced for females. Some 47% of female Jobseekers with an unemployed spouse worked during the period compared with 72% of those whose spouse was in full-time employment.

Some 60% of lone parents worked at some stage between May 1995 and September 1996, while 67% of Jobseekers with a spouse and dependent children, and 68% of those who lived alone, worked during the period.

## State and Territory

Jobseekers living in the Northern Territory, Queensland and Western Australia were the most successful in finding work between May 1995 and September 1996. Three-quarters of those living in Queensland and Western Australia at May 1995, and 81% of those living in the Northern Territory had a job during this period. Jobseekers from New South Wales and Victoria were the least successful with about two-thirds (66% and 68% respectively) of Jobseekers from these States working in the same period.

JOBSEEKERS WHO WORKED AFTER MAY 1995, By State and Territory



## Section of State

Jobseekers living in rural Australia or Other urban areas were somewhat more successful in finding a job than those in Capital cities and the Balance of major urban areas.

Three-quarters (75%) of those living in Rural areas worked during the period May 1995 to September 1996, compared with 71% of those in Other urban areas, and two-thirds (68%) of those living in Capital cities and the Balance of major urban areas.

## HOW DID THEY GET JOBS?

The Commonwealth Employment Service (CES) played a role in 44% of job starts. The CES was involved with a relatively high proportion of long-term permanent job starts (54%) and a lower proportion of short-term casual job starts (40%).

Jobseekers obtained 84% of their jobs by approaching the employer. The Jobseeker had prior knowledge that the job was available before approaching the employer in half (46%) of these cases. Most commonly, the Jobseeker had this prior knowledge through friends, relatives or company contacts (41%) or through newspaper advertisements (31%).

Some 360,000 jobs were obtained by the Jobseeker approaching the employer without any prior knowledge that the job was available. In half of these cases, the Jobseeker's first step to obtain work was to contact likely employers.

Between September 1994 and September 1996, Jobseekers attended 454,000 external training courses while not working, with 65% resulting in a job.

## WHAT SORT OF JOBS?

Jobseekers started 878,000 jobs between May 1995 and September 1996. Of these, the majority (91%) were wage and salary jobs.

Two-thirds (66%) of wage and salary paying jobs were casual, most (95%) being short-term (lasting less than 12 months within the period), while 81% of permanent jobs were short-term. However, 84% of these short-term permanent jobs were full-time compared with 43% of short-term casual jobs.

Note that some of the short-term jobs might have become long-term jobs if they continued into the next year of the survey. As a guide, 36% of short-term jobs held by Jobseekers at September 1995 became long-term jobs during the year ended September 1996.

## Sector

Four out of five (84%) wage and salary jobs were in the private sector.

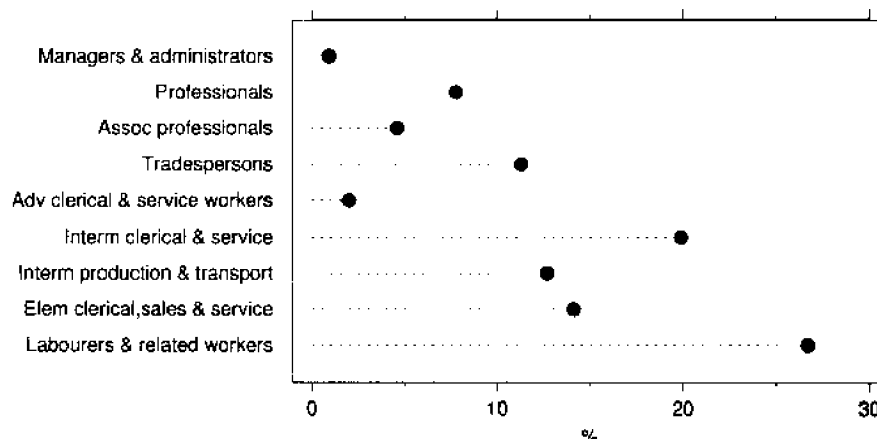
## Occupation

More than a quarter (27%) of Jobseekers' wage and salary jobs were as Labourers and related workers and one in five (20%) were as Intermediate clerical, sales and service workers. A further 14% were as Elementary clerical, sales and service workers.

One-fifth (19%) of short-term casual jobs were as Intermediate clerical, sales and service workers compared with 25% of long-term permanent jobs. One-third (31%) of short-term casual jobs were as Labourers and related workers.

More than half (56%) of all the jobs, whether permanent or casual, were in the Jobseeker's preferred occupation and more than a quarter (28%) were not. The remainder were in jobs where the Jobseeker did not have a preferred occupation.

JOBS STARTED AFTER MAY 1995, By Occupation

**Business size**

More than a third (39%) of jobs were with larger employers (more than 100 employees), and 56% of these were short-term casual jobs.

Jobs with very small employers (those with 10 or less employees) tended to be short-term casual jobs (71%). Very small employers accounted for 31% of all short-term casual jobs.

**Hours worked**

Less than half (42%) of Jobseekers' casual jobs were full-time (involving less than 35 hours a week). In contrast, twice as many (84%) permanent jobs were full-time.

**Educational qualifications**

Four out of five (80%) casual jobs did not require any specific type of qualification, compared with 68% of permanent jobs.

Similar proportions of Jobseekers' short-term and long-term jobs did not require any educational qualifications (76% and 72% respectively).

**SUCCESSIVE JOBS**

Some 204,000 jobseekers found two or more jobs after May 1995. In these situations it was possible to examine whether the characteristics of successive jobs varied, for example whether there was a tendency for Jobseekers to stay in casual or part-time jobs, or whether the 'quality' of work improved in successive jobs.

Jobseekers moved from one job to another on 317,000 occasions after May 1995. In 36% of these cases, the Jobseeker moved directly to another job. In the remaining 64% of cases the Jobseeker had a period out of work between jobs.

The discussion below examines changes between selected characteristics of one job (the previous job) and the following job (the next job) for movements between two wage and salary paying jobs. Only jobs that started after May 1995 are included. There were 281,000 of these job changes between May 1995 and September 1996.

**Full-time/part-time status**

Changes between wage and salary paying jobs led to a rise in the number of hours worked by some Jobseekers — half (50%) of previous jobs were full-time, compared with 56% of next jobs.

Most jobs that followed a full-time job were also full-time (72%). Some 40% of jobs following part-time jobs were full-time.

STATUS OF NEXT  
JOB.....

	Full-time	Part-time	Total.....	
Status of previous job	%	%	%	'000
Full-time	71.8	28.2	100.0	139.4
Part-time	40.2	59.8	100.0	141.8
<b>Total</b>	<b>55.9</b>	<b>44.1</b>	<b>100.0</b>	<b>281.2</b>

Permanent/casual status

Changes between wage and salary paying jobs resulted in more Jobseekers having permanent work. Some 29% of next jobs were permanent, compared with 19% of previous jobs.

Jobseekers who worked in a permanent job were often able to find another permanent job — 55% of the next jobs were also permanent. In contrast, 23% of jobs following casual jobs were permanent.

STATUS OF NEXT  
JOB.....

	Permanent	Casual	Total(a).....	
Status of previous job	%	%	%	'000
Permanent	54.7	45.4	100.0	53.3
Casual	22.8	76.3	100.0	224.0
<b>Total(a)</b>	<b>29.0</b>	<b>70.2</b>	<b>100.0</b>	<b>281.2</b>

(a) Includes a small number for which permanent/casual status was not known.

## Industry

A shift across broad industry groups occurred in 62% of movements from one wage and salary job to another. The pattern varied across industries.

Jobseekers whose previous job was in the Education industry moved to another job in that industry in a relatively high proportion of job changes (53%). In contrast, the equivalent figure for Government administration and defence was 28%.

Industry of previous job	INDUSTRY OF NEXT JOB			
	Same	Different	Total.....	
	%	%	%	'000
Agriculture, forestry, fishing and hunting	47.8	52.2	100.0	27.1
Mining	*50.9	*49.2	*100.0	*2.3
Manufacturing	33.8	66.2	100.0	33.7
Electricity, gas and water supply	*28.4	*71.6	*100.0	*0.8
Construction	43.7	52.7	100.0	24.3
Wholesale	*25.6	74.4	100.0	10.4
Retail trade	36.5	63.5	100.0	36.8
Accommodation, cafes and restaurants	40.6	59.4	100.0	27.3
Transport and storage	*34.6	*65.4	100.0	8.1
Communication services	—	*100.0	*100.0	*1.6
Finance and insurance	*20.8	*79.2	*100.0	*2.2
Property and business services	41.1	58.9	100.0	31.9
Government administration and defence	*27.8	72.2	100.0	12.3
Education	52.8	47.2	100.0	19.1
Health and community services	47.2	52.8	100.0	20.7
Cultural and recreation services	*25.3	74.7	100.0	13.4
Personal and other services	*19.6	80.4	100.0	9.2
<b>Total</b>	<b>38.4</b>	<b>61.6</b>	<b>100.0</b>	<b>281.2</b>

## Sector

Jobseekers whose previous job was in the private sector moved to another private sector job in 90% of job changes. In contrast, only half of jobs following a public sector job were in the public sector.

Sector of previous job	SECTOR OF NEXT JOB...			
	Public	Private	Total.....	
	%	%	%	'000
Public	50.5	49.5	100.0	40.2
Private	9.7	90.3	100.0	241.0
<b>Total</b>	<b>15.5</b>	<b>84.5</b>	<b>100.0</b>	<b>281.2</b>

## Preferred occupation

Job changes led to more Jobseekers being in their preferred occupation — 52% of previous jobs were in the preferred occupation compared with 60% of next jobs.

Jobseekers who moved from a job in their preferred occupation most often moved to a job that was also in their preferred occupation (71% of changes).

Jobseekers were frequently able to move from a job that was not in their preferred occupation to one that was — 51% of job changes from occupations that were not preferred involved a move to the preferred occupation.

PREFERRED OCCUPATION OF  
NEXT JOB.....

	<i>Job was in preferred occupation</i>	<i>Job was not in preferred occupation</i>	<i>Did not have a preferred occupation</i>	<i>Total.....</i>	
<i>Occupation of previous job</i>	%	%	%	%	'000
Job was in preferred occupation	70.6	21.3	8.1	100.0	146.1
Job was not in preferred occupation	50.7	40.1	9.2	100.0	92.1
Did not have a preferred occupation	41.6	18.1	40.3	100.0	43.0
<b>Total</b>	<b>59.6</b>	<b>28.9</b>	<b>13.4</b>	<b>100.0</b>	<b>281.2</b>

## Business size

Overall, 43% of job changes were between business enterprises of similar size (in terms of the number of employees). Under half (47%) of jobs following a job in a very small business were also in a business of the same size, compared with 60% of jobs following a job with a large business.

BUSINESS SIZE OF  
NEXT JOB.....

	<i>Same</i>	<i>Different</i>	<i>Total.....</i>	
<i>Business size of previous job</i>	%	%	%	'000
1-10 employees	46.7	53.4	100.0	80.4
11-50 employees	29.1	70.9	100.0	57.6
51-100 employees	*18.4	81.6	100.0	15.9
More than 100 employees	60.2	39.8	100.0	99.6
<b>Total(a)</b>	<b>42.7</b>	<b>57.3</b>	<b>100.0</b>	<b>281.2</b>

(a) Includes a small number of job changes where the business size was not known.

## Reason for ceasing job

Often Jobseekers left two successive wage and salary earning jobs for the same reason.

When the previous job had ended because it was temporary or seasonal, and when the next job had also ended, in two-thirds of cases the latter job had ended because it was also temporary or seasonal.

Similarly, when both the previous job and the next job had ceased, and where the previous job had ended because the person was retrenched or the employer went out of business, half of the next jobs had ended for the same reason.

REASON FOR CEASING NEXT JOB.....				
	Same	Different	Total.....	
Selected reasons for ceasing previous job(a)	%	%	%	'000
Retrenched or employer went out of business	48.9	51.1	100.0	33.9
Job was temporary or seasonal	67.2	32.8	100.0	64.7
Own ill health or injury	33.0	67.0	100.0	28.8

(a) Only includes cases where both jobs ceased before September 1996.

## WHAT WERE JOBSEEKERS DOING AT SEPTEMBER 1996?

Half of Jobseekers (422,000) were working by September 1996. One-third (35%) were looking for work (only) and the remaining 17% were absent from the labour market. Of those working, 22% were also looking for another job.

## Working

Approximately equal proportions of males and females were working at September 1996 (49% and 48% respectively).

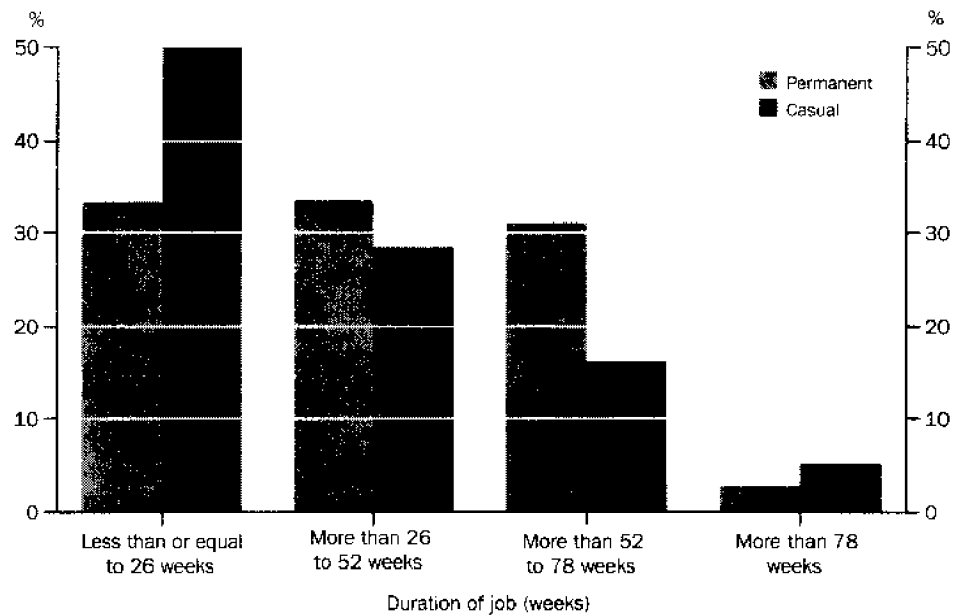
Older Jobseekers (those aged 45–59) had less success in securing work than those in other age groups — 35% of those aged 45–59 were working at September 1996 compared with 52% of 15–24 year olds and 51% of 25–44 year olds.

Some 87% of those working were in wage and salary paying jobs. A smaller proportion of males than females were in such jobs (84% compared with 91%). Most young (15–24 year old) Jobseekers were in wage and salary paying jobs (95%) but a lower proportion of older Jobseekers were working for a wage or salary (81% of those aged 45–59).

Overall, 52% of those working in a wage and salary paying job were in permanent jobs, and 47% were in casual jobs. This pattern was consistent across all age groups with the exception of 15–19 year olds. However, the pattern differed between males and females — 57% of males were in a permanent job, compared with 46% of females.

Of those in permanent jobs, one-third had been in the job for less than six months and another third for between six and 12 months. Of those in casual jobs, half had held the job for less than six months and 29% had held the job for between six and 12 months.

## JOBSITEERS WHO HAD A WAGE AND SALARY JOB AT SEPTEMBER 1996



## Looking for work

Some 304,000 Jobseekers were looking for work (only) at September 1996. A larger proportion of males than females were looking for work — 39% compared with 29%. One-third of Jobseekers in the 15–24, 25–34 and 35–44 year old age groups were looking for work, compared with 39% of those aged 45–59.

Two-thirds of those looking for work had been doing so for more than a year. Equal proportions of males and females had been looking for work for this length of time, but the proportion of Jobseekers looking for work for more than a year increased with age — 55% of the 15–24 year old Jobseekers who were looking for work at September 1996, compared with 78% of 45–59 year olds.

## Absent from the labour market

At September 1996, there were 150,000 Jobseekers absent from the labour market.

A quarter (23%) of female Jobseekers were absent from the labour market at September 1996, compared with 12% of male Jobseekers.

The 45–59 year old age group had the highest proportion of people absent from the labour market (26%). Other age groups had lower proportions absent — 14% of 15–24 year olds, 16% of 25–34 year olds, and 15% of 35–44 year olds.

Overall, two-thirds of the people absent from the labour market at September 1996 had been absent for less than one year.

Males tended to have shorter absences than females. Some 41% of males absent from the labour market at September 1996 had been absent for less than six months, compared with 35% of females. Conversely, 40% of females had been absent from the labour market for more than a year compared with 25% of males.

Time spent absent from the labour market increased with age — 32% of the 15–24 year old Jobseekers who were absent from the labour market at September 1996 had been absent for more than a year, compared with 39% of 45–59 year olds.

## 7.1 JOBSEEKERS AT MAY 1995, Labour Market Activity at September 1996

	AGE GROUP (YEARS).....					SEX.....		
	15-19	20-24	25-34	35-44	45-59	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000
<b>WORKING</b>								
<b>Wage and salary earner(a)</b>	71.1	79.2	95.2	73.9	47.4	198.1	168.7	367.2
<b>Duration of permanent job at Sep 1996</b>								
Less than or equal to 26 weeks	12.6	13.6	17.3	14.0	6.3	39.5	24.3	63.8
More than 26 weeks to 52 weeks	9.0	17.1	15.0	12.1	10.8	38.7	25.3	64.0
More than 52 weeks to 78 weeks	11.2	14.6	17.4	10.9	5.2	33.0	26.3	59.3
More than 78 weeks	*0.2	*0.6	*0.9	*0.6	*1.2	*1.4	*2.0	*3.5
<b>Total</b>	33.0	45.9	50.6	37.6	23.5	112.6	77.9	190.6
<b>Duration of casual job at Sep 1996</b>								
Less than or equal to 26 weeks	21.0	17.3	20.7	16.3	10.6	44.3	41.6	85.9
More than 26 weeks to 52 weeks	11.9	9.1	13.0	9.4	5.6	22.0	27.0	49.1
More than 52 weeks to 78 weeks	*2.8	4.5	8.3	7.1	5.0	12.6	15.2	27.8
More than 78 weeks	*1.4	*1.2	*1.4	*2.8	*2.1	*3.5	5.4	9.0
<b>Total</b>	37.1	32.1	43.4	35.6	23.3	82.4	89.2	171.8
<b>Permanent/casual status not known</b>	*1.0	*1.2	*1.2	*0.7	*0.6	*3.1	*1.6	4.8
<b>Not a wage and salary earner</b>	*1.7	6.6	14.4	20.7	11.4	37.3	17.4	54.7
<b>Total</b>	72.8	85.8	109.6	94.6	58.8	235.4	186.1	421.6
<b>LOOKING FOR WORK</b>								
<b>Duration of looking for work at Sep 1996(b)</b>								
Less than or equal to 26 weeks	18.0	10.9	18.5	14.1	8.0	46.5	23.0	69.5
More than 26 weeks to 52 weeks	10.1	7.2	9.7	7.6	6.2	21.9	18.8	40.7
More than 52 weeks to 78 weeks	5.2	5.7	10.4	4.7	6.7	21.5	11.1	32.6
More than 78 weeks	20.5	26.0	33.6	35.9	44.9	100.8	60.2	160.9
<b>Total</b>	53.8	49.8	72.1	62.3	65.8	190.7	113.1	303.7
<b>ABSENT FROM THE LABOUR MARKET</b>								
<b>Duration of absence from the labour market at Sep 1996</b>								
Less than or equal to 26 weeks	8.6	9.3	13.6	10.7	13.2	23.9	31.5	55.4
More than 26 weeks to 52 weeks	5.9	6.4	10.1	8.0	13.1	19.9	23.5	43.4
More than 52 weeks to 78 weeks	*3.1	6.3	5.3	5.4	11.0	11.3	19.9	31.1
More than 78 weeks	*1.9	*2.6	5.8	3.8	5.7	3.6	16.1	19.7
<b>Total</b>	19.5	24.6	34.9	27.8	43.0	58.7	91.0	149.7
<b>ALL LABOUR MARKET ACTIVITIES</b>								
<b>Total</b>	<b>145.9</b>	<b>160.3</b>	<b>216.7</b>	<b>184.5</b>	<b>167.6</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>

(a) For Jobseekers holding more than one job, precedence has been given to wage and salary paying jobs, permanent jobs and jobs that have lasted the longest. In that order.

(b) Jobseekers who were both working and looking for work at September 1996 have been categorised only as 'working'.

## 7.2 JOBSEEKERS AT MAY 1995, Whether Worked and Selected Characteristics—May 1995 to September 1996

	WORKED AT SOME TIME.....			DID NOT WORK.....			TOTAL.....		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Age group (years)</b>									
15-19	62.1	55.3	117.4	15.2	13.4	28.5	77.3	68.7	145.9
20-24	66.9	54.8	121.7	17.9	20.7	38.5	84.8	75.5	160.3
25-34	98.6	62.2	160.7	28.8	27.1	56.0	127.4	89.3	216.7
35-44	70.1	56.1	126.2	28.7	29.7	58.3	98.8	85.8	184.5
45-59	52.5	34.6	87.1	44.1	36.4	80.5	96.6	71.0	167.6
<b>Birthplace</b>									
Born in Australia	257.9	204.1	462.0	87.0	81.8	168.8	344.9	285.9	630.8
Born outside Australia	92.3	59.0	151.3	47.6	45.4	93.0	139.9	104.3	244.3
Main English-speaking countries	33.4	22.9	56.3	11.9	8.2	20.1	45.3	31.1	76.4
Other countries	58.9	36.1	95.0	35.7	37.2	72.9	94.6	73.2	167.9
<b>Level of English proficiency at September 1995</b>									
First language English	282.5	223.4	505.9	96.8	87.8	184.7	379.4	311.3	690.6
First language not English	67.7	39.6	107.3	37.8	39.3	77.2	105.5	79.0	184.5
Speaks English at home	26.2	20.0	46.3	10.4	10.8	21.2	36.6	30.8	67.4
Does not speak English at home	41.5	19.6	61.1	27.4	28.5	56.0	68.9	48.1	117.1
Speaks English very well	8.9	6.1	15.0	5.3	4.6	9.9	14.2	10.6	24.8
Speaks English well	11.5	5.2	16.7	5.1	5.6	10.7	16.6	10.8	27.4
Speaks English fairly well	14.1	6.1	20.2	8.3	7.2	15.5	22.4	13.3	35.6
Does not speak English well	6.1	*1.6	7.7	8.3	9.4	17.7	14.4	11.1	25.4
Does not speak English	*0.9	*0.7	*1.5	*0.5	*1.7	*2.2	*1.3	*2.4	3.7
<b>State or Territory of usual residence at May 1995</b>									
New South Wales	101.4	75.3	176.7	45.9	46.0	91.9	147.3	121.3	268.6
Victoria	97.1	64.9	162.0	40.8	36.2	77.0	137.9	101.1	239.0
Queensland	62.6	57.2	119.8	18.8	17.2	35.9	81.4	74.4	155.7
South Australia	36.5	25.3	61.8	13.1	11.6	24.8	49.6	36.9	86.6
Western Australia	32.4	25.0	57.4	8.4	10.3	18.7	40.8	35.2	76.0
Tasmania	14.3	8.3	22.6	4.9	3.7	8.6	19.2	12.0	31.2
Northern Territory	*1.6	*2.5	4.2	*0.5	*0.5	*1.0	*0.2	*0.1	5.2
Australian Capital Territory	4.2	4.6	8.8	*0.3	*0.7	4.0	6.5	6.3	12.8
<b>Section of State at May 1995</b>									
Capital city	183.4	138.0	321.4	74.2	74.0	148.2	257.5	212.1	469.6
Balance of major urban	18.9	15.9	34.9	9.1	7.3	16.4	28.0	23.2	51.2
Other urban	91.9	71.9	163.8	33.4	33.5	66.8	125.3	105.4	230.7
Rural	56.0	37.1	93.2	18.1	12.4	30.4	74.1	49.5	123.6
<b>Relationship in household at September 1995</b>									
Family member	272.2	207.9	480.1	107.6	110.8	218.4	379.7	318.8	698.4
Husband or wife	143.2	104.6	247.8	70.5	63.0	133.5	213.6	167.6	381.2
With dependants	103.4	71.7	175.2	44.5	42.0	86.5	147.9	113.7	261.6
Without dependants	39.8	32.9	72.6	26.0	21.0	47.0	65.7	53.9	119.6
Lone parent	4.7	41.9	46.6	*2.6	28.2	30.8	7.3	70.1	77.4
Dependent student	8.4	5.7	14.1	*3.4	*2.6	6.1	11.8	8.4	20.2
Non-dependent child	101.6	48.1	149.7	27.2	12.1	39.3	128.9	60.2	189.0
Other family person	14.3	7.6	21.9	3.9	4.9	8.7	18.1	12.5	30.6
Non family member	78.1	55.1	133.3	27.1	16.3	43.5	105.2	71.6	176.7
Lone person	35.9	21.0	57.0	16.8	10.1	27.0	52.8	31.2	83.9
Not living alone	42.2	34.1	76.3	10.3	6.2	16.5	52.4	40.4	92.8
<b>Total(a)</b>	<b>350.2</b>	<b>263.0</b>	<b>613.3</b>	<b>134.7</b>	<b>127.2</b>	<b>261.8</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>

(a) Includes 'Not stated' and 'Did not know'.

## 7.2 JOBSEEKERS AT MAY 1995, Whether Worked and Selected Characteristics—May 1995 to September 1996 *continued*

	WORKED AT SOME TIME.....			DID NOT WORK.....			TOTAL.....		
	Males	Females	Persons	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	'000	'000	'000	'000	'000	'000
<b>Labour force status of spouse/partner at May 1995</b>									
Had spouse/partner	141.2	100.3	241.6	70.1	60.8	130.9	211.2	161.1	372.4
Employed full time	17.0	71.4	88.4	5.7	28.0	33.7	22.7	99.4	122.1
Employed part time	23.3	6.1	29.5	10.8	4.8	15.6	34.1	10.9	45.0
Unemployed	21.9	17.0	38.9	11.9	19.0	30.9	33.7	36.0	69.8
Not in the labour force	79.0	5.8	84.8	41.7	9.0	50.7	120.7	14.8	135.5
Did not have spouse/partner	207.3	159.5	366.8	63.8	62.6	126.4	271.1	222.0	493.1
<b>Educational attainment at September 1995</b>									
Post-school qualifications obtained	126.9	94.1	221.0	40.0	36.4	76.3	166.8	130.4	297.2
Higher degree	*2.5	*0.7	*3.2	*1.0	*0.3	*1.3	*3.5	*1.0	4.5
Postgraduate diploma	*2.5	4.2	6.7	*1.7	*1.3	*3.0	4.2	5.5	9.7
Bachelor degree	29.5	16.2	45.7	6.3	6.2	12.5	35.8	22.4	58.1
Undergraduate diploma	4.1	8.0	12.1	*0.7	*1.6	*2.3	4.8	9.5	14.4
Associate diploma	13.0	12.7	25.7	4.8	*1.8	6.6	17.8	14.5	32.3
Skilled vocational qualifications	64.3	27.6	91.9	21.1	14.2	35.3	85.4	41.8	127.2
Basic vocational qualifications	11.0	24.7	35.7	4.4	11.0	15.3	15.3	35.7	51.0
No post-school qualifications obtained	220.2	166.8	387.1	92.5	8.4	181.9	312.7	256.2	568.8
Attended highest level of secondary school available	67.1	56.9	124.1	19.9	20.4	40.2	87.0	77.3	164.3
Did not attend highest level of school available	153.0	109.7	262.7	72.0	68.6	140.7	225.0	178.3	403.2
Age left school									
18 years and over	8.1	4.7	12.8	5.0	3.6	8.7	13.1	8.4	21.5
17 years	27.4	15.3	42.7	8.8	7.8	16.6	36.2	23.1	59.2
16 years	48.9	39.3	88.2	14.8	18.4	33.2	63.7	57.6	121.3
15 years and under	68.6	50.4	119.0	43.4	38.8	82.2	112.0	89.2	201.2
Never attended school	*0.1	*0.2	*0.3	*0.6	*0.4	*1.0	*0.7	*0.6	*1.3
Still at school	*3.1	*2.1	5.2	*2.2	*1.5	3.8	5.4	3.6	9.0
<b>Total(a)</b>	<b>350.2</b>	<b>263.0</b>	<b>613.3</b>	<b>134.7</b>	<b>127.2</b>	<b>261.8</b>	<b>484.9</b>	<b>390.2</b>	<b>875.1</b>

(a) Includes 'Not stated' and 'Did not know'.

### 7.3 JOBSEEKERS AT MAY 1995: WAGE AND SALARY JOBS STARTING AFTER MAY 1995, Selected Characteristics

Selected Characteristics	PERMANENT.....			CASUAL.....			Total(a)
	Less than 12 months	12 months or more	Total	Less than 12 months	12 months or more	Total	
	'000	'000	'000	'000	'000	'000	'000
<b>Full-time/part-time status</b>							
Full-time	177.6	41.8	219.4	215.3	8.0	223.3	448.8
Part-time	33.8	8.6	42.4	288.2	16.5	304.7	350.8
<b>Hours usually worked</b>							
1-15	8.0	*1.0	9.1	145.3	9.7	155.0	165.8
16-24	9.5	*3.8	13.4	74.5	*3.6	78.1	93.1
25-34	16.2	*3.7	20.0	68.3	*3.2	71.5	92.3
35-39	70.3	14.9	85.2	73.3	*4.6	77.9	165.2
40	49.9	14.2	64.1	73.9	*1.5	75.3	141.9
41-48	28.0	7.8	35.8	31.3	*1.4	32.7	68.9
49 and over	29.5	*4.9	34.4	36.8	*0.5	37.3	72.5
<b>Sector</b>							
Public	43.2	9.4	52.6	69.3	*4.1	73.4	127.1
Private	168.2	50.0	209.2	434.0	20.4	454.5	672.5
<b>Business size</b>							
1-10 employees	47.3	8.8	56.1	155.6	6.5	162.1	220.4
11-50 employees	42.6	7.1	49.7	102.6	*4.0	106.6	158.3
51-100 employees	12.6	*3.2	15.8	31.3	*1.6	32.9	49.4
More than 100 employees	99.4	28.0	127.3	174.9	9.7	184.6	315.0
Not known	9.6	*3.3	12.9	39.0	*2.7	41.7	56.5
<b>Occupation</b>							
Managers and administrators	*3.4	*0.3	*3.7	*3.4	—	*3.4	7.1
Professionals	18.5	*5.7	24.2	35.7	*2.3	38.0	62.2
Associate professionals	14.9	*4.5	19.4	16.3	*1.2	17.5	36.9
Tradespersons and related workers	29.6	7.0	36.5	51.7	*1.6	53.3	90.6
Advanced clerical and service workers	6.7	*2.3	9.0	6.4	*0.5	6.9	16.0
Intermediate clerical, sales and service workers	46.0	12.4	58.4	94.0	*3.7	97.7	159.0
Intermediate production and transport workers	27.0	6.9	33.8	64.0	*3.4	67.4	101.7
Elementary clerical, sales and service workers	24.9	*5.2	30.1	75.8	*5.6	81.4	112.5
Labourers and related workers	39.9	*6.2	46.1	156.1	*6.2	162.3	213.1
<b>Whether job was in preferred occupation</b>							
Job was in preferred occupation	134.6	34.1	168.7	258.2	14.9	273.1	445.6
Job was not in preferred occupation	49.9	9.4	59.3	158.7	*5.1	163.9	226.5
Did not have preferred occupation	26.9	6.8	33.8	86.4	*4.5	90.9	127.6
<b>Whether required an educational qualification to obtain job</b>							
Qualification required	68.9	15.8	84.7	99.3	*5.1	104.4	188.9
Qualification not required	142.5	34.6	177.1	404.1	19.4	423.5	609.1
<b>Total</b>	<b>211.4</b>	<b>50.4</b>	<b>261.8</b>	<b>503.4</b>	<b>24.5</b>	<b>527.9</b>	<b>799.6</b>

(a) Includes a small number of jobs for which permanent/casual status was not known.

### 7.3 JOBSEEKERS AT MAY 1995, WAGE AND SALARY JOBS STARTING AFTER MAY 1995. Selected Characteristics *continued*

Selected Characteristics	PERMANENT.....			CASUAL.....			Total(a)
	Less than 12 months	12 months or more	Total	Less than 12 months	12 months or more	Total	
	'000	'000	'000	'000	'000	'000	'000
<b>Method of job attainment</b>							
Employer approached Jobseeker, or other methods	28.9	*4.7	33.6	93.5	*2.8	96.3	131.9
Had no prior knowledge job was available							
First step taken							
Tendered or advertised for work	*2.3	*0.4	*2.7	*5.3	*0.2	*5.5	8.2
Contacted likely employers	43.4	11.0	54.4	119.6	*5.7	125.3	181.2
Contacted friends or relatives	14.1	*2.8	16.8	50.0	*2.7	52.7	69.7
Checked CES noticeboards or registered with CES	18.4	*2.8	21.2	29.7	*1.3	31.0	53.3
Other	15.4	*3.4	18.9	27.7	*1.0	28.7	47.8
Had prior knowledge job was available							
Through CES	20.9	*2.5	23.4	30.0	*1.5	31.6	55.9
Through private employment agency	*0.4	*1.9	*2.3	*3.5	—	*3.5	*5.8
Through school programs	*0.7	*0.3	*1.0	*0.4	—	*0.4	*1.4
Through newspaper advertisements	30.3	12.1	42.5	48.3	*3.9	52.2	96.8
Through friends, relatives, company contacts	31.1	7.2	38.3	82.5	*5.2	87.8	127.5
Through other sources	*5.3	*1.4	6.7	13.0	*0.1	13.0	20.0
<b>Total</b>	<b>211.4</b>	<b>50.4</b>	<b>261.8</b>	<b>503.4</b>	<b>24.5</b>	<b>527.9</b>	<b>799.6</b>

(a) Includes a small number of jobs for which permanent/casual status was not known.

## EXPLANATORY NOTES .....

### INTRODUCTION

**1** This publication presents results from the second wave of the SEUP. The survey is longitudinal, that is, information is collected from the same panel of respondents over a number of years. Data presented in this publication are for the years ending in September 1995 and September 1996.

**2** The survey panel comprises three subgroups — Jobseekers, persons known to have been LMP participants and a PRG. For further explanation of these subgroups see paragraphs 9–13.

**3** Information was collected about socio-demographic characteristics, employment history, episodes of labour market activity and training, employment offers, and supplementary information about other persons living in the household. A summary of topics is given in paragraphs 19–32 and a full listing of data items available is at Appendix B.

#### Geographic areas

**4** The survey was conducted in both urban and rural areas in all States and Territories.

#### Dwellings

**5** The survey included only persons in private dwellings, comprising houses, flats, home units and any other structures used as private places of residence.

#### Persons

**6** The scope of the survey was all persons aged 15–59 years except:

- overseas residents in Australia;
- certain diplomatic personnel of overseas governments, customarily excluded from the Census and estimated resident population figures;
- members of non-Australian defence forces (and their dependants) stationed in Australia; and
- certain remote areas in the Northern Territory and Queensland which were difficult or costly to enumerate.

### COVERAGE

**7** For the Jobseeker and PRG subgroups, coverage rules were applied to ensure each person in scope was associated with only one dwelling and hence had only one chance of selection. Coverage rules were not needed for the LMP subgroup as specific people had already been identified as members of this subgroup.

### SAMPLE DESIGN

**8** The sample was segmented into three subgroups to provide a sound, flexible base for analyses of labour market dynamics.

## Jobseekers

**9** The jobseeker subgroup is a sample of those people who at the time of recruitment were considered most likely to be eligible to participate in a labour market program or likely to become eligible for such assistance in the near future. Its composition was determined in consultation with DEETYA, DSS, the Department of the Treasury and other potential users. This subgroup comprises unemployed persons, as well as discouraged Jobseekers, part-time workers looking for a job with more hours, and other persons not in the labour force who were identified as likely to join the labour force in the near future (see Appendix A for a full description). The sample methodology for this subgroup was an area-based probability sample of dwellings referred to as the SEUP dwelling sample.

## Labour Market Program participants

**10** The LMP subgroup is a sample of persons who had commenced a subsidised employment placement and/or commenced a labour market training program between July 1994 and February 1995. This component of the sample was included to ensure that the survey had a sufficient number of LMP participants to support analysis of their characteristics in the first wave.

**11** The sample methodology for this subgroup was a list-based probability sample. With consent of relevant clients, DEETYA provided the Australian Bureau of Statistics (ABS) with a list of eligible persons from which a random sample was selected. The methodology used ensured there was no overlap possible with the other subgroups.

## Population Reference Group

**12** The PRG subgroup is a random sample of the population aged 15–59. It was included so that outcomes of LMPs could be assessed in the context of general labour market conditions and movements. It will also be a source of longitudinal information for the general population on other topics covered by the survey, such as housing and income.

**13** The sample methodology for this subgroup was an area-based probability sample. A sub-sample of the SEUP dwelling sample was chosen to provide the PRG dwelling sample, one person then being selected from each PRG dwelling.

## DATA COLLECTION METHODOLOGY

## Panel establishment and data collection

**14** Interviewers asked a screening questionnaire at approximately 69,000 households in order to identify respondents falling into the Jobseeker subgroup, and to establish the PRG. Screening interviews were conducted between 24 April and 7 July 1995, for simplicity referred to as 'May 1995'. The LMP subgroup were not asked a screening questionnaire, as specific people had already been identified as members of this subgroup.

## Collection waves

**15** There are three collection waves for the SEUP:

- wave 1 — reference period 5 September 1994 to 3 September 1995;
- wave 2 — reference period 4 September 1995 to 1 September 1996; and
- wave 3 — reference period 2 September 1996 to 31 August 1997.

## Panel size and maintenance

**16** The ability to maintain contact with a relatively high proportion of the panel is critical to the usefulness of the survey data. A number of strategies were put in place to help the ABS stay in contact with respondents between interviews. These include:

- 'change of details' cards for respondents to advise a new address, etc.;
- a toll-free telephone number for the respondent to call;
- asking the respondent for contact details of up to three people who were likely to know the respondent's whereabouts; and
- regular mail contact throughout the survey.

**17** However, it is inevitable that some non-response will occur when people are unwilling or unable to cooperate, or when they cannot be contacted. The following table shows the size and composition of the panel at waves 1 and 2.

## COMPOSITION AND SIZE OF THE PANELS (Persons)

Subgroups	Wave 1	Wave 2	Attrition rate
	'000	'000	%
Jobseekers(a)	5 488	4 779	12.9
LMP participants	1 019	888	8.3
PRG	2 311	2 120	12.9
<b>Total panel</b>	<b>8 591</b>	<b>7 585</b>	<b>11.7</b>

(a) Includes some Jobseekers who were also part of the PRG.

**18** The attrition rate is the percentage of wave 1 respondents who did not respond in wave 2. Attrition between waves causes a permanent drop in the sample size as the SEUP does not replace non-respondents. Analysis of the attrition shows that higher than average sample loss occurred for males, young people, and people who were renting accommodation. The weighting procedure for wave 2 partially corrects for attrition in the sample, and this results in some small differences between the estimates in this publication and those in earlier releases.

## SURVEY CONTENT

**19** The survey collected a wide range of labour market related data. Variables were grouped into five categories — fixed, dynamic, episodal, occurrence, and summary. For a full list of data items, see Appendix B.

## Fixed variable

**20** A fixed variable is a data item not inherently subject to change. Fixed variables were collected in wave 1 and will not be collected in later waves. Fixed variables include:

- date of birth;
- sex;
- birthplace; and
- language first spoken.

## Dynamic variable

**21** Dynamic variables are subject to change over time and will be updated each year at the time of interview. Dynamic variables include:

- marital status;
- labour force status;
- educational attainment;
- proficiency in English;
- housing details; and
- geographic location.

## Episodal variable

**22** This type of variable is collected in respect of a particular episode. An episode is defined as a particular activity or occurrence within a reference period or spanning more than one reference period. Three types of episodes were identified: episodes of labour market activity, episodes of DEETYA labour market support and episodes of income support.

**23** Episodes of labour market activity comprise periods of working, looking for work, or absence from the labour market (i.e. neither working or looking). If a respondent had two or more jobs concurrently, each would be classified as a separate episode. A change in employer constitutes a new episode. An episode of working may be concurrent with an episode of looking for work. Episodal variables include:

- start and finish dates;
- occupation and industry while working;
- active steps to find work; and
- main activity while absent from the labour market.

**24** Episodes of DEETYA labour market support comprise periods of CES registration, case management and LMP participation. Episodal variables include:

- start and finish dates;
- type of episode; and
- type of program.

**25** Episodes of income support comprise periods during which the respondent received income support. Episodal variables include:

- start and finish dates; and
- type of income support.

## Occurrences

**26** Occurrences of training comprise periods of in-house and external training undertaken. Variables include:

- field of training; and
- start date.

**27** Occurrences of employment offers consist of employment offers received or declined. Variables include:

- when offer was made; and
- reason for declining an offer.

## Summary variable

**28** A summary variable is a data item that summarises one or more episodal variables. Summary variables include:

- number of episodes of working;
- total duration of looking for work;
- number of training courses attended; and
- number of employment offers received.

**29** Such variables may be specific to one reference period, or may span more than one reference period, for example, the number of episodes of working since September 1994.

## Multiple episodes

**30** Although basic information was collected for each episode of labour market activity, detailed information such as hours worked, usual weekly earnings and occupation (in the case of episodes of work) was not collected for all episodes. While it would have been desirable to collect full details about all episodes, many constraints prevented this. These included the interview situation, and the ability of respondents to recall with accuracy the detail of previous events, particularly for those respondents with numerous episodes.

**31** However, examination of survey data showed that few respondents reported large numbers of episodes. As a consequence a full range of data is available for almost all respondents.

## Linkage with administrative systems

**32** With respondents' consent, data collected directly from them during the interview was supplemented with data about LMP participation (from DEETYA) and data about income support (from DSS). This minimised the interview time for respondents and ensured that accurate information was available about their involvement with labour market assistance programs and about their receipt of income support.

## DATA QUALITY

**33** When interpreting results of the survey it is important to take into account that certain factors may affect the reliability of the results to some extent. These are known as sampling error and non-sampling error.

## Sampling error

**34** Estimates calculated from the SEUP data were based on information collected from a sample. As a result they are subject to sampling error (or sampling variability). For further information on the sampling errors associated with the SEUP, refer to the Technical Notes.

## Non-sampling error

**35** Apart from the variability associated with sampling error, data is also subject to other types of error referred to as non-sampling error. Non-sampling errors may occur because of non-response bias, incorrect responses, interviewer errors, attrition, and processing errors.

## Survey testing

**36** Testing of the survey procedures was carried out to investigate respondent reaction and to ensure the effectiveness of survey instruments, interviewing procedures and processing systems. These tests allowed early detection of some non-sampling errors to reduce error in the survey as far as possible.

## Non-response errors

**37** Non-response occurs when people cannot or will not co-operate, or cannot be contacted. Non-response can affect the reliability of results and can introduce bias. The magnitude of any bias depends upon the size of non-response and the extent of the difference between non-respondents' characteristics and labour market activity patterns compared with those of persons who responded in the survey. Weighting can partially correct these biases to the extent that weighting variables capture the characteristics of non-respondents.

**38** The following methods were adopted to reduce the level of non-response and minimise bias:

- face-to-face interviews with the respondent;
- the use of foreign language interviewers where necessary;
- follow up of respondents if there was initially no contact;
- respondent tracing strategies such as asking respondents to provide names and addresses of other people who would be likely to know the respondent's whereabouts; and
- weighting to population benchmarks to reduce non-response bias.

## Response errors

**39** Potential sources of response errors in the SEUP include deficiencies in questionnaire design and methodology; deficiencies in interviewing technique; and inaccurate reporting by respondents.

**40** The SEUP questionnaires were thoroughly tested to minimise the potential for errors caused by ambiguous or misleading questions, by inadequate or inconsistent definitions or terminology, or by poor questionnaire sequence guides (causing some questions to be missed).

**41** Methods employed to achieve and maintain uniform interviewing practices and a high level of accuracy in recording answers on the survey questionnaires included:

- a thorough training program for interviewers;
- a detailed interviewer's instruction manual;
- the use of experienced interviewers; and
- checking of interviewers' work.

**42** In a longitudinal survey, errors associated with recall can affect the compilation of a consistent and accurate picture of respondents' activities over an extended period of time. In particular, overseas experience with longitudinal surveys suggests that a respondent may report different labour market activity around the seam of two reference periods. That is, they report one type of activity at the end of a reference period and a different type of activity at the start of the next reference period when no change actually occurred; this is known as the seam effect. For example, a seam effect would exist if a respondent reported looking for work at 3 September 1995 (the end of the first wave) and working at 4 September 1995 (the start of the second wave), when the respondent had only been looking for work.

**43** The survey endeavoured to minimise this seam effect by the use of dependent interviewing. This is a technique whereby the interviewer reminds the respondent of their labour market activity recorded at the end of the previous reference period thereby refreshing the respondent's memory. The interviewer then determined whether this activity continued into the current reference period. To further assist respondents in recalling particular events, they were supplied with a diary, and a calendar divided into months and weeks which was used to record their labour market activity during the reference period.

## Processing errors

**44** Processing errors may occur at any stage between initial collection of the data and final compilation of statistics. Steps were taken to minimise errors at all stages of processing, including:

- training of staff, detailed coding instructions and regular checking;
- computer edits designed to detect reporting or recording errors; and
- the use of standard ABS question modules.

## Comparability of data

**45** To facilitate comparison of the SEUP data with that from other collections, wherever possible, the SEUP used standard question modules from other ABS surveys, such as the Survey of Training and Education, and surveys conducted as supplements to the monthly LFS. However, caution should be used when comparing data across collections due to differences in scope, sample size and design, definitions and estimation methodology. In particular, in the SEUP the classification of respondents' labour market activity (i.e. working, looking, or absent from the labour market) is not comparable with the definition of labour force status as used in the LFS.

## Benchmarking

**46** Estimates obtained from the survey were derived using complex ratio estimation procedures with some benchmarking to independently estimated distributions of the total population. For further information refer to the Technical Notes.

## DATA DISSEMINATION

## Survey information papers

**47** Five information papers about the SEUP have been issued:

- Information Paper 1/95: Background and general overview*
- Information Paper 2/95: Preliminary list of variables to be available after the first wave*
- Information Paper 3/95: Sample design, outcome of panel initialisation and weighting*
- Information Paper 1/96: Dissemination strategy*
- Information Paper 1/97: Research Fellowships.*

Copies of these are available on request and also on the Internet at <http://www.abs.gov.au>.

## Special tabulations

**48** As well as releasing information in publications, the ABS can make available special tabulations to suit individual user requirements. Subject to confidentiality and sampling variability constraints, tabulations can be produced from the survey incorporating data items, populations and geographic areas selected to meet individual requirements. These can be provided in printed form or on disk. Inquiries should be made to the contact officer listed at the front of this publication.

## Access to microdata

**49** The ABS offers a range of options for users who wish to undertake analysis based on the SEUP microdata (unit records). Inquiries should be made to the contact officer listed at the front of this publication.

## Results of the survey

**50** Users may wish to refer to the following publications in which earlier results from this survey were released:

*Australians' Employment and Unemployment Patterns, Jobseekers,  
September 1995* (Cat. no. 6286.0)

*Australians' Employment and Unemployment Patterns, 1994-1996, First  
Results* (Cat. no. 6289.0).

## Non-ABS sources

**51** DEETYA has a range of data available which may complement the SEUP data set. Contact Philip Gatenby on Canberra (02) 6240 8745 for further details.

## RELATED PRODUCTS

**52** Users may also wish to refer to the following related publications:

*Australian Labour Market* (Cat. no. 6284.0)

*Australia's Long-Term Unemployed—A Statistical Profile* (Cat. no. 6255.0)

*Information Paper: Measuring Employment and Unemployment*  
(Cat. no. 6279.0)

*Job Search Experience of Unemployed Persons, Australia* (Cat. no. 6222.0)

*Labour Force, Australia* (Cat. no. 6203.0)

*Labour Force Experience, Australia* (Cat. no. 6206.0)

*Persons Not in the Labour Force, Australia* (Cat. no. 6220.0)

*Successful and Unsuccessful Job Search Experience, Australia*  
(Cat. no. 6245.0)

*Training and Education Experience, Australia* (Cat. no. 6278.0)

*Working Arrangements, Australia* (Cat. no. 6342.0).

## APPENDIX **A**

### **JOBSEEKERS — A FULL DESCRIPTION .....**

The Jobseeker component of the SEUP sample consists of persons aged 15–59 who met the following criteria at the time of recruitment to the survey panel (24 April 1995 to 7 July 1995).

#### **UNEMPLOYED PERSONS**

Including persons who were not employed in the previous week, and had actively looked for full-time or part-time work at any time in the last four weeks up to the end of the previous week, and:

- were available for work in the previous week, or would have been available except for temporary illness (i.e. lasting for less than four weeks); or
- were waiting to start a new job within four weeks from the end of the previous week and would have started in the previous week if the job had been available then.

But excluding:

- persons currently unemployed who were stood down without pay for less than four weeks, i.e. they were waiting to be called back to a full-time or part-time job from which they had been stood down without pay for less than four weeks up to the end of the previous week (including the whole of the previous week) for reasons other than bad weather or plant breakdown; and
- full-time students aged 15–24 who were currently looking for part-time work.

#### **PERSONS NOT IN THE LABOUR FORCE WHO WERE DISCOURAGED JOBSEEKERS**

Including persons not in the labour force who wanted to work and were available to start work within the next four weeks but whose main reason for not taking active steps to find work was that they believed they would not find a job for any of the following reasons:

- considered to be too young or too old by employers;
- difficulties with language or ethnic background;
- lacked the necessary schooling, training, skills or experience;
- no job in their locality or line of work; or
- no job available at all.

But excluding:

- full-time students aged 15–24 who although not currently looking for work, wanted to work and preferred a part-time job.

#### **PERSONS NOT IN THE LABOUR FORCE WHO WERE ATTENDING AN EDUCATIONAL INSTITUTION**

- Including persons who wanted to work and were available to start work within four weeks, but whose main reason for not taking active steps to find work was that they were attending an educational institution or were on a job-related training program.

But excluding:

- full-time students, aged 15–24, who although not currently looking for work, wanted to work and preferred a part-time job.

PERSONS NOT IN THE LABOUR FORCE WHO WANTED TO WORK BUT WERE NOT AVAILABLE TO START WORK

- Including persons who in the four weeks up to the end of the previous week had taken active steps to look for work, but did not meet the criteria to be classified as unemployed as they were not available to start work in the previous week.

But excluding:

- full-time students aged 15–24 who were currently looking for part-time work.

PART-TIME WORKERS

- Including persons who usually worked less than 10 hours per week, who had been actively looking for work for more hours and were available to start work within four weeks.

But excluding:

- full-time students aged 15–24 who were currently looking for part-time work with more hours.

## APPENDIX **B**

### DATA ITEMS AVAILABLE FROM THE SURVEY OF EMPLOYMENT AND UNEMPLOYMENT PATTERNS .....

#### DEMOGRAPHIC

sex  
age  
marital status  
birthplace  
year of arrival in Australia  
Aboriginal or Torres Strait Islander origin

#### HOUSEHOLD/FAMILY STRUCTURE

household type  
relationship in household  
family type  
family size (number of persons)  
number of dependent children in family  
number of dependent students in family  
age of youngest child in family  
age of all dependent children present in family

#### LANGUAGE USE

language first spoken  
language usually spoken at home  
level of English proficiency

#### DISABILITY

disability status  
severity of handicap  
whether disability impedes employment

#### GEOGRAPHIC LOCATION/MOBILITY

State  
section of State  
socio-economic index of area of residence  
year commenced living at usual residence at time of recruitment  
number of times changed usual residence during reference period  
whether changed State or area of usual residence  
main reason for moving from last usual residence

#### HOUSING

dwellling structure  
number of bedrooms  
tenure type  
landlord type  
total weekly housing costs

#### JOBSEEKER AND LABOUR FORCE STATUS

Jobseeker status  
labour force status  
duration of unemployment

## WORKING

number of episodes of working during the reference period  
 total number of episodes of working since 5 September 1994  
 total duration of working during the reference period  
 total duration of working since 5 September 1994  
 start and finish date of each episode of working  
 duration of each episode of working  
 status in employment  
 hours worked  
 full-time/part-time status  
 whether permanent or casual  
 sector of employment  
 industry  
 occupation  
 whether job was in preferred occupation  
 whether required an educational qualification to obtain job  
 size of location (number of employees)  
 enterprise employment size  
 whether usually works overtime and method of payment  
 usual weekly earnings  
 method of job attainment  
 role of CES in job attainment  
 reason for ceasing job  
 whether a multiple job holder during reference period  
 total duration of multiple job holding during the reference period  
 total duration of multiple job holding since 5 September 1994  
 whether used childcare while working  
 whether used formal childcare and type of formal care  
 main reason for not using formal childcare  
 whether used informal childcare and type of informal care

### Working part time

whether wants to work more hours and preferred total number of hours  
 main reason for working part time

## LOOKING FOR WORK

number of episodes of looking for work during the reference period  
 total number of episodes of looking for work since 5 September 1994  
 total duration of looking for work during the reference period  
 total duration of looking for work since 5 September 1994  
 start and finish date of each episode of looking for work  
 duration of each episode of looking for work  
 whether looking for full-time or part-time work  
 all active steps taken to find work  
 active steps taken to find work  
 all difficulties in finding work  
 main difficulty in finding work  
 whether would move interstate if offered a suitable job  
 whether would move intrastate if offered a suitable job  
 reservation wage (lowest wage a person is prepared to accept)  
 hours prepared to work for reservation wage

## ABSENCES FROM THE LABOUR MARKET

number of episodes of absence from the labour market during the reference period  
 total number of episodes of Absence from the labour market since 5 September 1994  
 total duration of Absence from the labour market during the reference period  
 total duration of Absence from the labour market since 5 September 1994  
 start and finish date of each episode of Absence from the labour market  
 duration of each episode of Absence from the labour market  
 whether wanted to work and available to start  
 main reason not available to start work at that time  
 main activity  
 all reasons for not looking for work  
 main reason for not looking for work

## EMPLOYMENT OFFERS

number of offers of employment during reference period  
 number of offers of employment since 5 September 1994  
 when offer of employment was made  
 whether employment offer was accepted  
 reasons for not taking up accepting offer

## SUMMARY OF EMPLOYMENT HISTORY

number of years in paid work since first left full-time education  
 number of years spent looking for work since first left full-time education  
 number of years of labour market absence since first left full-time education  
 year first left full-time education  
 main activity

## EMPLOYMENT HISTORY

Details collected for both last full-time and part-time job  
 whether person has worked full time or part time  
 start and finish date of last full-time or part-time job  
 status in employment of last full-time or part-time job  
 hours worked in last full-time or part-time job  
 duration of employment of last full-time or part-time job  
 permanent/casual for last full-time or part-time job  
 sector of employment of last full-time or part-time job  
 industry of last full-time or part-time job  
 occupation of last full-time or part-time job  
 size of location (number of employees) for last full-time or part-time job  
 enterprise employment size for last full-time or part-time job  
 usual weekly earnings for last full-time or part-time job  
 method of job attainment of last full-time or part-time job  
 role of CES in job attainment of last full-time or part-time job  
 time since finished last full-time or part-time job  
 reason for ceasing last full-time or part-time job  
 number of part-time jobs held in last five years

## TRADE UNION MEMBERSHIP

whether a member of a trade union

## TRAINING

### In-house training courses

number of in-house training courses attended during reference period  
 number of in-house training courses attended since 5 September 1994  
 start date of in-house training courses  
 time spent on in-house training courses  
 total time spent on in-house training courses  
 field of in-house training courses  
 whether skills gained through in-house training courses were transferable to another employer  
 whether in-house training course helped obtain a pay rise, promotion, or better job

### External training courses

number of external training courses attended during reference period  
 number of external training courses attended since 5 September 1994  
 start date of external training courses  
 time spent on external training courses  
 total time spent on external training courses  
 provider of external training courses  
 field of external training courses  
 whether external training course was government sponsored  
 whether working at the time attended training course  
 employer support for external training course attended while working  
 non-employer support for external training course  
 whether external training course helped obtain a pay rise, promotion, or better job  
 whether attended external training course to help obtain a job  
 whether external training course helped obtain a job and whether it was a better job

## CURRENT STUDY

school attendance  
 whether currently studying  
 full-time/part-time study status  
 type of educational institution attending  
 level of qualification currently studying  
 main field of qualification currently studying

## EDUCATIONAL ATTAINMENT

age left school  
 level of educational attainment  
 main field of highest qualification obtained  
 year obtained highest post-school qualification  
 country obtained highest post-school qualification

INCOME

annual income  
sources of annual income  
main source of annual income  
current weekly income  
sources of current weekly income  
main source of current weekly income  
current weekly income from wages and salaries  
current weekly business and property income  
current weekly income from government cash pensions, benefits, and allowances  
annual income of income unit (income for spouse and respondent)  
current weekly income of income unit

OTHER PERSONS

Demographic

spouse's age last birthday  
birthplace of parent(s) and spouse  
year of arrival in Australia of parent(s) and spouse

Educational attainment

educational attainment of parent(s) and spouse

Labour force details

labour force status of spouse or parent(s)  
number of employed usual resident family members  
number of unemployed usual resident family members  
number of usual resident family members unemployed for 12 months or more  
number of usual resident family members not in the labour force  
occupation of spouse or parent(s)  
status in employment of spouse  
time since last job of spouse  
duration of unemployment of spouse  
all reasons for spouse not actively looking for work  
occupation of parent(s) when respondent was 15 years old

Spouse's income

annual income  
sources of annual income  
main source of annual income  
current weekly income  
sources of current weekly income  
main source of current weekly income  
current weekly income from wages and salaries  
current weekly business and property income  
current weekly income from government cash pensions, benefits, and allowances

LABOUR MARKET SUPPORT FROM DEETYA

Active CES registration

start and finish date of CES registration  
reason ceased CES registration

Labour Market Programs

start and finish date of labour market program  
 name of labour market program  
 labour market program completion status  
 post-program employment outcome at three months  
 post-program education outcome at three months

Case management

start and finish date of case management  
 case management outcome

English skills

reading proficiency  
 speaking proficiency  
 writing proficiency

INCOME SUPPORT

start and finish date of income support  
 type of income support  
 total payment of income support

## TECHNICAL NOTES

### ESTIMATION PROCEDURE

Estimates from the SEUP were calculated by the use of a complex ratio estimation procedure, which ensures that the survey estimates relating to the Jobseeker population and to the PRG conform to independently estimated distributions (benchmarks) of these populations by age and sex, rather than to the age and sex distribution within the sample itself.

### RELIABILITY OF ESTIMATES

Two types of error are possible in an estimate based on a sample survey; sampling error and non-sampling error. The *sampling error* is a measure of the variability that occurs by chance because a sample, rather than the entire population, is surveyed. Since estimates from the SEUP data are based on information obtained from a sample of persons, they are subject to sampling variability; that is, they may differ from the estimates that would have been produced if all in-scope persons had been included in the survey. One measure of the likely difference is given by the *standard error* (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of persons was included. There are about two chances in three that a sample estimate will differ by less than one SE from the estimate that would have been obtained if all persons had been included, and about nineteen chances in twenty that the difference will be less than two SEs. Another measure of sampling variability is the *relative standard error* (RSE) which is obtained by expressing the SE as a percentage of the estimate to which it refers. The RSE is a useful measure in that it provides an immediate indication of the percentage errors likely to have occurred due to sampling, and thus avoids the need to refer also to the size of the estimate.

The imprecision due to sampling variability, which is measured by the SE, should not be confused with inaccuracies that may occur because of imperfections in reporting by respondents, errors made in collection such as in recording and coding data, and errors made in processing the data. Inaccuracies of this kind are referred to as the *non-sampling error* and they may occur in any enumeration, whether it be a full count or a sample. It is not possible to quantify non-sampling error, but every effort is made to reduce it to a minimum, as discussed under *Data quality* in the Explanatory Notes. For the example on the next page of this note, it is assumed to be zero. In practice, the potential for non-sampling error adds to the uncertainty of the estimates caused by sampling variability.

#### Person estimates

SEs for person estimates in this publication can be calculated using table A (for Jobseekers), and table B (for the PRG). For SEs for episodal estimates, and for methods used to calculate the SE for non-person estimates, such as average hours worked, average earnings, and number of episodes, users should contact the ABS (refer page ii for details).

The size of the SE increases with the level of the estimate, so that the larger the estimate, the larger is the SE. However, it should be noted that the larger the sample estimate the smaller the SE will be in percentage terms (that is the RSE). Thus, larger estimates will be relatively more reliable than smaller estimates.

Person estimates *continued*

As the SEs in tables A and B show, the smaller the estimate, the higher is the RSE. Very small estimates are subject to such high SEs (relative to the size of the estimate) as to detract seriously from their value for most reasonable uses. In the tables in this publication only estimates with RSEs of 25% or less, and percentages based on such estimates, are considered sufficiently reliable for most purposes. However, estimates and percentages with larger RSEs have been included and are preceded by an asterisk (e.g. \*3.4) to indicate that they are subject to high SEs and should be used with caution.

An example of the calculation and use of SEs is as follows.

Consider an estimate of 200,000 Jobseekers who looked for work only, during the reference period. By referring to table A, in the row for an estimate of 200,000 Jobseekers, a SE of 4,950 is obtained. Therefore, there are about two chances in three that the true value (the number that would have been obtained if the whole population had been included in the survey) is within the range 195,050 to 204,950. There are about nineteen chances in twenty that the true value is within the range 190,100 to 209,900.

Proportions and percentages (e.g. proportion of Jobseekers who looked for work during the reference period) formed from the ratio of two estimates are also subject to sampling error. The size of the error depends on the accuracy of both the numerator and denominator. The formula for the RSE (RSE) of a proportion or percentage is given below:

$$RSE (x/y) = \sqrt{[RSE(x)]^2 + [RSE(y)]^2}$$

SEs contained in tables A and B are designed to provide an average SE applicable to most SEUP person estimates. However, the SEs are not exactly equal for different estimates, and tables A and B may be quite inaccurate for some unusual estimates.

Episodal estimates

SEs relating to episodal data are not provided in this publication, but are available on request. The following table shows the points at which different estimates have a RSE of more than 25%. Estimates below these levels are unreliable for most practical purposes.

	'000
Jobseekers' episodes	
Working	6.2
Looking for work	7.4
Absent from the labour market	5.6
General population episodes	
Working	127.3
Looking for work	169.1
Absent from the labour market	135.5

# A STANDARD ERRORS OF JOBSEEKER PERSON ESTIMATES

Size of estimate	SE	RSE
no.	no.	%
100	190	190.0
200	250	125.0
300	300	100.0
400	340	85.0
500	370	74.0
600	410	68.3
700	430	61.4
800	460	57.5
900	480	53.3
1 000	510	51.0
1 100	530	48.2
1 200	550	45.8
1 300	570	43.8
1 400	580	41.4
1 500	600	40.0
1 600	620	38.8
1 700	640	37.6
1 800	650	36.1
1 900	670	35.3
2 000	680	34.0
2 100	700	33.3
2 200	710	32.3
2 300	720	31.3
2 400	740	30.8
2 500	750	30.0
3 000	810	27.0
3 500	870	24.9
4 000	920	23.0
4 500	970	21.6
5 000	1 000	20.2
6 000	1 100	18.3
8 000	1 250	15.5
10 000	1 350	13.7
20 000	1 850	9.2
30 000	2 200	7.3
40 000	2 500	6.2
50 000	2 750	5.5
100 000	3 700	3.7
200 000	4 950	2.5
300 000	5 900	2.0
400 000	6 700	1.7
500 000	7 400	1.5
1 000 000	9 950	1.0

## B STANDARD ERRORS OF POPULATION REFERENCE GROUP PERSON ESTIMATES

Size of estimate	SE	RSE
no.	no.	%
100	110	110.0
200	220	110.0
300	330	110.0
400	440	110.0
500	540	108.0
600	640	106.7
700	730	104.3
800	820	102.5
900	910	101.1
1 000	1 000	100.0
1 100	1 090	99.1
1 200	1 170	97.5
1 300	1 250	96.2
1 400	1 330	95.0
1 500	1 410	94.0
1 600	1 490	93.1
1 700	1 570	92.4
1 800	1 640	91.1
1 900	1 720	90.5
2 000	1 790	89.5
2 100	1 860	88.6
2 200	1 930	87.7
2 300	2 000	87.0
2 400	2 070	86.3
2 500	2 140	85.6
3 000	2 470	82.3
3 500	2 780	79.4
4 000	3 070	76.8
4 500	3 350	74.4
5 000	3 650	72.6
6 000	4 150	69.0
8 000	5 050	63.4
10 000	5 900	59.2
20 000	9 300	46.5
30 000	11 900	39.6
40 000	14 050	35.1
50 000	15 900	31.8
100 000	22 800	22.8
200 000	31 500	15.8
300 000	37 350	12.5
400 000	41 850	10.5
500 000	45 500	9.1
1 000 000	57 450	5.7
2 000 000	69 750	3.5
5 000 000	85 050	1.7
10 000 000	94 450	0.9
20 000 000	100 900	0.5

## GLOSSARY .....

<b>Absent from the labour market</b>	Neither working nor looking for work.
<b>Business size</b>	The total number of people who work for an employer at all locations.
<b>Casual job</b>	A job in which the employed person is not entitled to either paid annual leave or paid sick leave.
<b>Discouraged jobseekers</b>	See Appendix A for details.
<b>Episode</b>	A period of time during which a particular activity is undertaken (such as working, looking for work or absence from the labour market). An episode can occur wholly within a reference period or can span more than one reference period. For more information, see paragraph 22 of the Explanatory Notes.
<b>Full-time work</b>	Work involving 35 hours or more a week.
<b>Industry</b>	All occurrences of industry refer to Industry Division as defined by the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC)</i> (Cat. no. 1292.0).
<b>Jobseekers</b>	See Appendix A for details.
<b>Labour market activities</b>	Periods of working, looking for work, and absence from the labour market.
<b>Main English-speaking countries</b>	Comprises the United Kingdom, Ireland, Canada, South Africa, the United States of America and New Zealand.
<b>Occupation</b>	All occurrences of occupation refer to Major Group as defined by the <i>ASCO — Australian Standard Classification of Occupations, Second Edition</i> (Cat. no. 1220.0).
<b>Part-time work</b>	Work involving less than 35 hours a week.
<b>Permanent job</b>	A job in which the employed person is entitled to paid annual leave or paid sick leave.
<b>Quintile</b>	People are ranked in ascending order according to income and then divided into twenty percent groupings.
<b>Reservation wage</b>	The minimum weekly take-home pay a Jobseeker was prepared to accept if they had been offered a job, based on the number of hours they wanted to work.
<b>Wage and salary</b>	A person who works for a public or private employer and receives remuneration in wages or salary but excludes persons in their own business, either with or without employees, if that business was incorporated.
<b>Wave</b>	Describes the reference period for the data collection. The reference periods are as follows: <ul style="list-style-type: none"> <li>▪ wave 1 — 5 September 1994 to 3 September 1995;</li> <li>▪ wave 2 — 4 September 1995 to 1 September 1996; and</li> <li>▪ wave 3 — 2 September 1996 to 31 August 1997.</li> </ul>
<b>Other definitions</b>	For definitions of labour force and demographic classifications used in this publication, readers are referred to <i>Labour Force, Australia</i> (Cat. no. 6203.0).



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